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City and County of San Francisco
Commission on the Status of Women
*Mayor Gavin Newsom*

**ANGELA WILLIAMS**
President

**KATHERINE MUNTER**
Vice President

**ANDREA EVANS**
Commissioner

**DORKA KEEHN**
Commissioner

**JING XU LEE**
Commissioner

**CAROLENE MARKS**
Commissioner

**ANDREA SHORTER**
Commissioner

***EMILY MURASE, PhD***
*Executive Director*

# COMMISSION MEETING AGENDA

**Wednesday, January 24, 2007**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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**Roster:**
*President Angela Williams*
*Vice President Katherine Munter*
*Commissioner Andrea Evans*
*Commissioner Dorka Keehn*
*Commissioner Jing Xu Lee*
*Commissioner Carolene Marks*
*Commissioner Andrea Shorter*

***Total Estimated Meeting Time: 110 minutes***

| | | | |
|---|---|---|---|
| **I.** | **CALL TO ORDER/ AGENDA CHANGES** | **DISCUSSION/ACTION** | *1 min.* |
| **II.** | **APPROVAL OF MINUTES** | **DISCUSSION/ACTION** | *1 min.* |

Explanatory document – Draft Minutes from December 12, 2006.
***Action: To approve draft minutes from December 12, 2006.***

| | | | |
|---|---|---|---|
| **III.** | **PRESIDENT'S REPORT** | **DISCUSSION** | *None* |
| **IV.** | **EXECUTIVE DIRECTOR'S REPORT** | **DISCUSSION** | *5 min.* |
| **A.** | **Executive Director's Report** | **Executive Director Murase** | |

Explanatory document – The Executive Director's Report discusses the work of the Department: the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)'s Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services principles.

| | | | |
|---|---|---|---|
| **B.** | **Violence Against Women (VAW) Partner Agency Profile -**<br>Mission Neighborhood Center (MNC) | | *5 min.* |
| **V.** | **CONSENT AGENDA** | **DISCUSSION/ACTION** | *5 min.* |

***All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.***
***Action: To approve the Consent Agenda.***

**A.** Res. 2007-001: Resolution to Honor Krishanti Dharmaraj for Human Rights Achievements

B. Res. 2007-002: Resolution Recognizing February 5-9 as National Teen Dating Violence Awareness and Prevention Week

C. Res. 2007-003: Resolution supporting the San Francisco Department of Recreation and Park's Girls' Athletic Extravaganza and Girls' Sports Section

D. Commission 2007 Meeting Schedule

**VI. REPORTS** **DISCUSSION/ACTION**

**A. Health** **Commissioner Marks** *2 min.*

**B. Justice & Courage** **Commissioner Keehn** *2 min.*

***Action: To adopt the Funding Committee Recommendation on Cross Training Institute Program Evaluation***

**C. Violence Against Women Prevention and Intervention Grants Program** **Vice President Munter** *2 min.*

***Action: To adopt the Funding Committee Recommendation on Needs Assessment Consultant***

**D. Girls Committee** **Commissioner Shorter** *2 min.*

**E. Family Violence Council** **Commissioner Evans** *2 min.*

**F. CEDAW Committee** **Executive Director Murase** *2 min.*

**VII. NEW BUSINESS** **DISCUSSION/ACTION**

**A. San Francisco Recreation and Parks Department Women and Girls in Sports Program** **Claudia Reinhart** *15 min.*

Claudia Reinhart, Recreation Supervisor will provide information on the Girls in Sports program and the Girls Athletic Extravaganza event on February 10.

**B. University of California San Francisco (UCSF)** **Dixie Horning** *15 min.*

Dixie Horning, Executive Director of the UCSF National Center of Excellence in Women's Health will review the services provided by the Center of Excellence of Women's Health of UCSF and areas of collaboration.

**C. Human Services Agencies** **Cindy Ward** *20 min.*

Explanatory documents – *Homeless Families Services Redesign - Recommendations from Community Stakeholders*

Cindy Ward, manager of the Homeless Family Programs will review the Homeless Families Services Redesign.

**D. Budget** **Executive Director Murase** *15 min.*

Explanatory documents - Proposed budget for Fiscal Year 2007-2008

The Commission will review the proposed budget for Fiscal Year 2007-2008.

**Action: To approve the budget for Fiscal Year 2007-2008.**

**E. Statement of Incompatible Activities** **Executive Director Murase** *10 min.*

Explanatory documents - Commission and Department on the Status of Women Statement of Incompatible Activities

**Action: To approve Commission and Department on the Status of Women Statement of Incompatible Activities**

**VIII. PUBLIC COMMENT** **DISCUSSION** *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

**IX. ADJOURNMENT** **ACTION** *1 min.*

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## COMMISSION MEETING MINUTES

**Wednesday, January 24, 2007**
**5:00 pm**
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| **Members Present** | **Staff Present** |
|---|---|
| Commissioner Andrea Evans | Executive Director Emily Murase, Ph.D. |
| Commissioner Dorka Keehn | Policy Analyst Kim-Shree Maufas |
| Commissioner Jing Xu Lee (5:20 pm) | Justice & Courage Policy Analyst Colleen Montoya |
| Commissioner Carolene Marks | Policy Analyst Carol Sacco |
| Commissioner Katherine Munter | Commission Secretary Cynthia Vasquez |
| Commissioner Andrea Shorter | Graduate Intern Laura Marshall |

**Members Excused**
Commissioner Angela Williams

### I. CALL TO ORDER/AGENDA CHANGES

Vice President Munter announced that she would be presiding over the meeting in the absence of President Williams.
**Action: Approved agenda.**
**m/s/c (Marks/Evans/Unanimous).**
*No public comment.*

### II. APPROVAL OF MINUTES

**Action: Approved draft minutes from December 12, 2006.**
**m/s/c/ (Shorter/Evans/Unanimous).**
*No public comment.*

### III. PRESIDENT'S REPORT

Vice President Munter announced that there was no President's Report.

### IV. EXECUTIVE DIRECTOR'S REPORT DISCUSSION

### A. Executive Director's Report

Executive Director Murase provided highlights of her written report and noted that the Department staff participated in a very productive all-staff retreat to discuss how the Department should move forward. Ms. Murase also called attention to changes in the meeting dates for July and December. The July strategic planning meeting will take place on Friday, July 20, and the meeting in December will be held on Wednesday, December 12.

Mr. Murase also recognized Department Intern, Laura Marshall for compiling briefings for Commissioners based on their interest expressed at the December meeting.

### B. Violence Against Women (VAW) Partner Agency Profile – Mission Neighborhood Centers

Gloria Romero, Girls Services Director with the Mission Girls Program of the Mission Neighborhood Centers gave a brief overview of the services being provided to the girls (9 - 17 years old) in the Mission District. Mission Girls is committed to educating young women on domestic violence, health issues, child abuse, self esteem issues, leadership skills and encouraging the enhancement of academic performance. Currently the Mission Girls Program is running focus groups on violence prevention in some middle schools with the approval of the San Francisco Unified School District. Ms. Romero reported that girls are experiencing violence at a much younger age. Programs and discussions that were once geared toward high school students are now being presented in middle schools. Ms. Romero also reported that when domestic violent situations arise with participants of their programs, they are connected to mental health services to begin the healing process on a one-on-one basis.

Melissa Gallardo, President of the Mission Girls Youth Council, thanked the Commission for continuing to fund these programs and its recognition of the support system and educational assistance provided by the Mission Girls Program.

Commissioner Shorter thanked the Mission Girls Program for identifying the changing needs of girls and for providing outstanding services to the young girls of San Francisco.

## V. CONSENT AGENDA

***All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.***

**A.** Res. 2007-001: Resolution to Honor Krishanti Dharmaraj for Human Rights Achievements
**B.** Res. 2007-002: Resolution Recognizing February 5-9 as National Teen Dating Violence Awareness and Prevention Week
**C.** Res. 2007-003: Resolution supporting the San Francisco Department of Recreation and Park's Girls' Athletic Extravaganza and Girls' Sports Section
**D.** Commission 2007 Meeting Schedule

**Action: To approve the Consent Agenda. m/s/c (Keehn/Shorter/unanimous)**

Commissioner Shorter thanked Krishanti Dharmaraj for all of her work, dedication and advocacy with WILD for Human Rights (Women's Institute for Leadership Development) locally and nation-wide. Commissioner Shorter also thanked Krishanti for her services to the Department/Commission on the advancement of CEDAW.

## VI. REPORTS

### A. Health

Commissioner Marks informed the Commission that she is planning a discussion group to discuss the high mortality rate among African American women with breast cancer. She is also hoping to get more information on services provided by the mammogram van that goes out to the Bayview/Hunters Point neighborhood. Commissioner Marks continues to work on evaluating the effectiveness of the Every Woman Counts program.

Commissioner Marks continues to work with the Health Access Plan Advisory Committee (HAP) and hopes to work in collaboration with UCSF in discussing the implementation of HAP.

Commissioner Marks also reported that the Marine convicted of raping a Philipina woman was transferred to U.S. custody while waiting a decision on where he will serve his sentence, in the U.S. or in the Philippines.

### B. Justice & Courage

Commissioner Keehn reported that Policy Analyst Colleen Montoya has been working with consultant Dr. Patricia Erwin on concluding and reporting on the results of the Domestic Violence Safety Audit. On February 7, the Justice and Courage Oversight Panel will review the findings of the audit. At the next Commission meeting there will be a presentation on the Safety Audit.

As a part of the Domestic Violence Response Cross-Training Institute, 4 community-based trainers have been selected. The training team includes Mary Twomey of the Institute on Aging, Kavitha Sreeharsha of Asian Pacific Islander Legal Outreach, Emberly Cross of the Cooperative Restraining Order Clinic and Audit Coordinator Patricia Erwin. The Institute is scheduled to launch in April.

**Action: Adopted the Funding Committee Recommendation on Cross Training Institute Program Evaluation by Mark Morris & Associates.**
**m/s/c/ (Shorter/Evans/Unanimous)**

### C. Violence Against Women Prevention and Intervention Grants Program

Commissioner Munter reported that the Needs Assessment RFP had been released by the Department and a number of applications where received. After an independent review panel was convened Korwin Consulting was selected.

**Action: Adopted the Funding Committee Recommendation on Needs Assessment Consultant Lisa Korwin.**
**m/s/c (Marks/Keehn/Unanimous)**

### D. Girls Committee

Commissioner Shorter reported that the Girls Committee met in December and discussed issues they would like to cover and committee operations. The Department is still in the process of recruiting members, girls aged 13-17 years, to take advantage of this leadership opportunity.

### E. Family Violence Council

Commissioner Evans thanked Beverly Upton for her leadership role in the process of reestablishing the Council. The next meeting will be held on March 22nd at which point they hope to have Supervisor Sophie Maxwell sponsor the legislation and present it to the Board of Supervisors.

### F. CEDAW Committee

Executive Director Murase reported that Department staff met with the Juvenile Probation Department (JPD), and received a commitment to re-establish the Girls Unit. Currently there are no probation officers specifically assigned to girls in the JPD. The Mayor has a Violence Prevention Planning Group consisting of different city departments and organizations to develop a blue print plan that will hopefully be completed by June 2007.

Commissioner Shorter re-emphasized that there needs to be gender specific services in the JPD system and that a comprehensive list should be compiled of services specifically for girls.

## VII. NEW BUSINESS

### A. San Francisco Recreation and Parks Department Women and Girls in Sports Program

Claudia Reinhart, Recreation Supervisor, provided information on the Girls in Sports program and the Girls Athletic Extravaganza event was scheduled for February 10. She reported that the Recreation and Parks Department was undergoing change to the class registration system which would be available on-line. The Department has also initiated a girls survey to determine interest in particular recreational activities.

### B. University of California San Francisco (UCSF)

Dixie Horning, Executive Director of the UCSF National Center of Excellence in Women's Health, presented a video highlighting the work being done by UCSF. The Center provides a comprehensive approach to women's health that includes both research and practice. She expressed her support for partnering with the Commission on planned activities around young girls, as UCSF had formerly sponsored the annual Young Women's Health Conference.

Commissioners thanks Ms. Horning for her presentation and stated that they look forward to a meaningful collaboration with the UCSF women's health program.

### C. Human Services Agencies

Cindy Ward, manager of the Homeless Family Programs reviewed the Homeless Families Services Redesign, a 6-month process with more that 140 people participating. This redesign arose from the fact that the Mayor's 10 Year Homeless Plan, spearheaded by Angela Alioto, focused almost exclusively on chronic homeless who are predominantly male. The plan did not include a full discussion of homeless families. Ms. Ward acknowledged the participation of the Department in the highly collaborative process that included all of the key stakeholders, including many community-based agencies.

### D. Budget

Executive Director Murase reviewed the proposed budget for FY07-08. She stated that budget instructions were to absorb all mandatory increases (e.g., rent, salary and benefits) and reduce General Fund support by 3%. A large portion of the reductions were made to one-time only programs. However, without any alternative, the Department was forced to propose a $13,000 reduction to the Violence Against Women Prevention & Intervention Grants Program. This amount was to be divided equally among the 4 agencies receiving over $130,000 in support from the Department, or a $3,250 reduction per each of the 4 agencies.

Maxine Doogan requested information on funding for Women in Dialogue because she was informed that no funds where being used for services to prostitutes.

Beverly Upton, Executive Director of San Francisco Domestic Violence Consortium, assured the Commission that as in past years she would advocate for agencies to go before the Board of Supervisors and request continued funding for programs and services to victims of domestic violence. Ms. Upton thanked the Commissioners for their leadership and requested that they not approve the proposed budget.

**Action: To reject the budget for Fiscal Year 2007-2008.**
**m/s/c (Evans/Keehn/Unanimous)**
**Commissioner Shorter abstained from voting.**

### E. Statement of Incompatible Activities

Executive Director Murase reviewed the Commission and Department on the Status of Women Statement of Incompatible Activities (SIA) and explained that a city-wide template was used to develop the SIA for the department/commission. She recommended that the italicized sections be removed as the Ethics Commission advised that these sections were redundant to the Brown Act or Sunshine Ordinance or too restrictive as advised by the City Attorney's office.

**Action: Approve Commission and Department on the Status of Women Statement of Incompatible Activities**
m/s/c (Marks/Evans/Unanimous)

## VIII. PUBLIC COMMENT

Maxine Doogan requested that public comment be held after old business to allow community members the opportunity to speak before the rest of the meeting business is handled. Ms. Doogan also requested to have a copy of the briefs prepared for the Commissioners made available for her to review. Ms. Doogan also wanted to clarify that Carol Lee was not a Commissioner for the COSW.

## IX. ADJOURNMENT

**Action: Motion to adjourn.**
**m/s/c (Marks/Evans/Unanimous)**
The meeting was at 8:00 pm.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at http://www.sfgov.org/cosw.

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# Commission on the Status of Women

*Mayor Gavin Newsom*

5

28/07

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**Roster:**

| | |
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| *President Angela Williams* | *Commissioner Jing Xu Lee* |
| *Vice President Katherine Munter* | *Commissioner Carolene Marks* |
| *Commissioner Andrea Evans* | *Commissioner Andrea Shorter* |
| *Commissioner Dorka Keehn* | |

***Total Estimated Meeting Time: 108 minutes***

**I. CALL TO ORDER/ AGENDA CHANGES** — **DISCUSSION/ACTION** — *1 min.*

**II. APPROVAL OF MINUTES** — **DISCUSSION/ACTION** — *1 min.*

Explanatory document – Draft Minutes from January 24, 2007.
***Action: To approve draft minutes from January 24, 2007.***

**III. PRESIDENT'S REPORT** — **DISCUSSION** — *5 min.*

**IV. EXECUTIVE DIRECTOR'S REPORT** — **DISCUSSION** — *5 min.*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document – The Executive Director's Report discusses the work of the Department along the 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services principles.

**B. Violence Against Women (VAW) Partner Agency Profile -**
W.O.M.A.N, Inc. (Women Organized to Make Abuse Non Existent, Inc.) — *10 min.*

**V. CONSENT AGENDA** — **DISCUSSION/ACTION** — *5 min.*

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***Action: To approve the Consent Agenda.***

**A.** Res. 2007-004: Resolution in Honor of La Casa de las Madres' 30th Anniversary Celebration

B. Res. 2007-005: Resolution Recognizing February as Black History Month
C. Res. 2007-006: Resolution Recognizing the UCSF Women's Global Health Imperative
D. Res. 2007-007: Resolution Honoring the Life's Work of Margaret Cruz

| **VI.** | **REPORTS** | **DISCUSSION/ACTION** | |
|---|---|---|---|
| **A.** | **Health** | **Commissioner Marks** | *2 min.* |
| **B.** | **Justice & Courage** | **Commissioner Keehn** | *2 min.* |
| **C.** | **Violence Against Women Prevention and Intervention Grants Program** | **Vice President Munter** | *2 min.* |
| **D.** | **Girls Committee** | **Commissioner Shorter** | *2 min.* |
| **E.** | **Family Violence Council** | **Commissioner Evans** | *5 min.* |
| **Action:** | **To adopt Family Violence Council Legislation** | | |
| **F.** | **CEDAW Committee** | **President Williams** | *2 min.* |

**VII. NEW BUSINESS** **DISCUSSION/ACTION**

**A. Justice and Courage - Safety Audit Presentation** **Dr. Trish Erwin** *20 min.*
Trish Erwin, Ph.D., will provide a report on the recently conducted Domestic Violence Safety and Accountability Audit.

**B. Girls in the Foster Care System** **Dan Kelley and Liz Crudo** *20 min.*
Presentation by Dan Kelly, Finance Director and Liz Crudo, Family Child Services Family to Family Redesign Coordinator, Human Services Agency, on services provided to girls in the foster care system.

**C. California Youth Connection (CYC)** **CYC Staff and Youth** *20 min.*
Presentation on services provided by the California Youth Connection-San Francisco Chapter.

**VIII. PUBLIC COMMENT** **DISCUSSION** *5 min.*
This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

**IX. ADJOURNMENT** **ACTION** *1 min.*

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President Angela Williams
Commissioner Andrea Evans
Commissioner Dorka Keehn (5:40)
Commissioner Jing Xu Lee
Commissioner Carolene Marks
Commissioner Katherine Munter
Commissioner Andrea Shorter

**Staff Present**
Executive Director Emily Murase, Ph.D.
Grants Administrator Richard Eijima
Policy Analyst Kim-Shree Maufas
Justice & Courage Policy Analyst Colleen Montoya
Graduate Intern Laura Marshall

## I. CALL TO ORDER/AGENDA CHANGES

Vice President Munter called the meeting to order at 5:12 pm.
Commissioners requested cooperation in ensuring a timely adjournment so that they could participate in the Chinese New Year festivities that coincided with the meeting.

Vice President Munter requested that purely commendatory resolutions be added to the agenda, as allowed by public meeting laws.
Action: To add resolutions recognizing the 12 honorees for Women Making History Month to the consent agenda. m/s/c (Shorter/Evans/Unanimous).

Vice President Munter acknowledged special guests at the meeting and welcomed the State Department delegation with representatives from the following countries: Bangladesh, India, Nepal, Pakistan, and Sri Lanka.

*President Williams arrived at 5:15 pm.*

**Action: Approved amended agenda.**
**m/s/c (Munter/Marks/Unanimous).**
*No public comment.*

## II. APPROVAL OF MINUTES

Minutes were not available at this time. They will be included for approval at the March meeting.
*No public comment.*

## III. PRESIDENT'S REPORT

President Williams reported that she will be meeting with the Friends of the Commission to discuss a celebratory event to mark the 30th anniversary of the Commission. She acknowledged Commissioner Marks and Executive Director Murase who also attended the Bayview/Hunter's Point Town Hall Meeting.

## IV. EXECUTIVE DIRECTORS REPORT

### A. Executive Director Report

In the interest of time, Dr. Murase directed Commissioners to her written report and explained that she has also submitted a trip report on the San Francisco-Osaka Sister City visit. Commissioners had no questions.

### B. Violence Against Women Prevention & Intervention Grants Program Agency Profile – WOMAN, Inc. (Women Organized to Make Abuse Non Existent, Inc.)

Executive Director Roberta Toomer introduced herself to the Commission. A former board member, Ms. Toomer became Executive Director 1.5 years ago. She has a background in computer science. WOMAN, Inc. focuses on 3 main service areas: 1) the 24-hour crisis line, 2) mental health services (e.g., support groups, counseling), 3) public education and outreach (including a 40-hour training for community volunteers).

With the 2005-2006 supplemental appropriation, WOMAN, Inc. was able to upgrade its telephone system and now operates like a call center, with the ability to generate service reports easily. Currently, during evening hours, an answering service connects to volunteers and staff. However, in future, the answering service will be phased out and callers will be connected directly to volunteers and staff. Regarding mental health services, there is a 30-minute intake process. Therapy services are available. Last year, 144 individuals were served with 1,600 hours of service. Latina services are available and Ms. Toomer reported that 40% of clients are Latina.

Commissioner Marks asked about WOMAN, Inc's capacity to provide domestic violence counseling. Ms. Toomer reported that her agency is the only one to provide domestic violence-specific counseling to anyone who comes through the door. Other agencies provide similar services, but only to their pre-identified clients.

President Williams asked about funding sources. Ms. Toomer reported on new fundraising strategies that her agency has pursued. She invited Commissioners to attend one of the monthly sessions the agency hosts to cultivate new donors. At the agency's first fundraising event, $50,000 was raised. Ms. Toomer explained that the board includes many new members who have contributed to the new fundraising strategies.

Commissioner Shorter asked about current data related to domestic violence. Ms. Toomer stated that the number of calls has been on the rise. Last year, the agency received 14,000 calls. In the previous year, the agency received 12,000 calls. She expected that the new telephone upgrade may result in additional call volume.

## V. CONSENT AGENDA

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

**A.** Res. 2007-004: Resolution in Honor of La Casa de las Madres' 30th Anniversary Celebration
**B.** Res. 2007-005: Resolution Recognizing February as Black History Month
**C.** Res. 2007-006: Resolution Recognizing the UCSF Women's Global Health Imperative
**D.** Res. 2007-007: Resolution Honoring the Life's Work of Margaret Cruz

Executive Director Murase explained that since the fall 2006 event had been postponed to March 2007, an updated resolution was created.

**Action: Approved Consent Agenda.**
**m/s/c (Marks/Shorter/Unanimous)**

## VI. REPORTS

### A. Health

Commissioner Marks reported on a successful meeting with key community leaders and practitioners to address the issue of the high rates of mortality among African Americans experiencing breast cancer. She has secured Ms. Tangerine Brigham, the Department of Public Health official dedicated to implementing the Health Access Program in San Francisco, for a May 10 health conference. Commissioner Marks reported that program has a new name: Healthy San Francisco Health Access Program. She thanked President Williams for suggesting possible funding sources to support the health work.

### B. Justice & Courage

Commissioner Keehn reported on the recent Oversight Panel meeting. The Oversight Panel is currently focused on a strategic planning process to determine the future work of the Justice & Courage project and the Oversight Panel. The strategic planning meeting is slated for June.

### C. Violence Against Women Prevention & Intervention (VAW) Grants Program

Vice President Munter reported that Ms. Lisa Korwin has been engaged to conduct the VAW Needs Assessment. The Department met with Ms. Korwin and her associate, Ms. Wendy Constantine, and convened a meeting between the consultants and Partner Agencies. The expected completion date for the needs assessment is August, with results available in September. Vice President Munter explained that this schedule will likely have an impact on the release of the Request for Proposal for the next 2-year grant cycle. Vice President Munter invited Commissioners to actively participate in the needs assessment.

### D. Girls Committee

Commissioner Shorter reported that last month's meeting was very well-attended and lively. Two new candidate members attended. There exists one vacancy on the committee. She further reported that the two organizers of GirlFest presented at the meeting about the scheduled July event. The committee also discussed a possible partnership with Assemblymember Mark Leno on his annual girls conference. Commissioner Shorter reported on progress related to girls services in the juvenile justice system. She requested that the Juvenile Probation Department be invited to the April meeting of the Commission for a progress update. A representative from Supervisor Bevan Dufty's office and the Mayor's office should also be invited.

### E. Family Violence Council

Commissioner Evans stated that the planning group is very close to a final draft of the legislation. However, based on the advice of the City Attorney's Office, there are a few items left to be resolved. The next meeting is scheduled for March 13. She also reported on a meeting with Supervisor Sophie Maxwell who has agreed to sponsor the legislation which also enjoys the strong support of the Mayor. Commissioner Evans hopes to have a final draft of the legislation to present to the Commission at the March meeting. She explained that the planning group envisions the council to be composed of 15-18 people, with a 3-person executive committee.

Vice President Munter had a question about the statistics included in the draft legislation. Commissioner Evans responded that the child abuse statistics come from the San Francisco Child Abuse Council, the elder abuse statistics from the Consortium on Elder Abuse Prevention, and domestic violence statistics from the Department.

### F. CEDAW

President Williams reported that the CEDAW Committee did not meet this month. The next meeting is scheduled for May 10, 2007

## VII. NEW BUSINESS

### A. Justice & Courage – Safety Audit Presentation

Dr. Patricia Erwin provided a background on the Safety Audit, directing Commissioners to the written report for specific recommendations. She explained the composition of the Audit Team, which included criminal justice personnel and community advocates. The Audit focused on 3 specific processes:

- 911 through the arrest decision
- Felony investigation through prosecutor re-booking
- Motion to revoke (by Probation Department or District Attorney)

Data that formed the basis for the analysis included the following:

- 85 interviews & observations
- 50 DV calls
- 50 police patrol reports
- 63 probation supplemental reports.

Key findings of the report included the following:

- The criminal justice system is not organized to help practitioners identify key factors of safety and danger in domestic violence cases on a consistent basis, and therefore information is not available for practitioners to assess dangerousness in cases throughout the criminal justice system.
- Interveners throughout the criminal justice system response do not adequately understand the crime of stalking, and therefore do not sufficiently investigate, document, or respond to stalking cases.
- Limited English Proficient speakers who are victims of battering fact multiple barriers at each stage of intervention, including limited access to interpretation, translated materials, pertinent information about criminal justice system processes, and culturally competent workers.
- Criminal justice efforts to hold batterers accountable to complying with court orders are lacking and therefore compromise victim safety.
- Criminal justice system responses to domestic violence incidents do not account for the complexity of risk encountered by victims of battering from various social and cultural positions.

Dr. Erwin reported that the presiding judge is aware of the deficiencies of the Departments 13 facilities, but is limited by the age of the Hall of Justice.

Commissioner Shorter expressed grave concern at the language capacity gap and expressed the hope that the Commission and other city officials would address this issue. She further asked about the technology deficiencies in the criminal justice system in San Francisco and whether better models existed. Dr. Erwin discussed the San Francisco context and stated that 26% of the population does not speak English well. Patrol officers do not have voicemail or e-mail, making communication difficult. She indicated that the fact that the Police Department relies on 20-year old technology, including handwritten telephone messages, creates a communication flow that is largely dysfunctional.

Commissioner Keehn explained the Audit was conceptualized as an evaluation tool to assess the progress of the Justice & Courage Project. Future work will be determined at the strategic planning meeting. However, she stated that there is agreement that oversight is essential to ensure the continued progress in domestic violence policy reform.

Commissioner Evans asked about the lack of budget for interpretation services at the District Attorney's Office. Dr. Erwin explained that while some staff members in the office speak languages other than English, there is no budget to provide interpretation services separate from the language capacity of existing staff.

Commissioner Shorter requested information about a cost-benefit analysis of domestic violence policy reforms.

In public comment, Daisy Anarchy expressed her wish that similar audits be conducted on other segments of the criminal justice system, including the Child Abduction Unit. She referred to safeguards that should be taken to ensure that victims are protected from their batterers.

Molly Petit discussed federal resources that were available to her when she was assaulted. A federal agent did have voicemail and provided meaningful assistance. She expressed concern over the raiding of women in the adult entertainment industry.

Beverly Upton of the San Francisco Domestic Violence Consortium expressed her appreciation for the leadership of the Commission and Department in supporting the Safety Audit. She underlined the risk factors identified in the Safety Audit: victims of stalking and limited English proficiency victims. She offered her assistance in future work to address these issues.

Commissioner Munter informed the Commission about the requirements to qualify as a government-certified translator, which are daunting.

**B. Girls in the Foster Care System**
Dan Kelly, Director of Planning, and Liz Crudo, Redesign Coordinator for Family Child Services, presented an overview of the issue.

1. **Racial & Ethnic Disproportionality**
    - While African American only compose 11% of the San Francisco population, they constitute 70% of children in the child welfare system.
    - One of the reasons for this disproportionality was the policy of removing children from drug-addicted parents.
    - On a positive note, this policy was changed and the number of first entries into foster care has dropped from 595 African American children in 1988, to 169 in 2006.

2. **Gender Differences**
    - There are more child abuse reports for girls than for boys (300 more in 2005).
    - Of all children removed from the home who were subjected to sexual abuse, girls constituted 70% in 2006.

President Williams asked what outreach efforts are being conducted within the African American community to address this issue. Mr. Kelly reported that what is different about African American foster children is that information about abuse comes primarily from extended family and community members. Therefore, effective solutions to the disproportionality issue must include strategies that account for the importance of extended family and community members.

3. **Reform Efforts**

Ms. Crudo reported on system reform efforts. Jurisdictions like San Francisco are now subject to outcome-based performance measures, which is a change from the prior focus on processes. She stated that the agency is developing a mandated strategic plan.

**Goals of strategic plan:**
- Reducing incidence of abuse of children staying at home.
- Reducing rate of re-entry within a year of returning home (currently 25%).
- Improving wellness of children.

**Key strategies:**
- Implement team decision-making at 3 points:
    - When looking at removing child from family.

  - While in care, moving to another placement.
  - When returning child home.
- Standardized risk assessment at different points in process.
- Differential response focused on prevention (moving from investigative mode to providing prevention services).
- Grant-making to culturally competent organizations.

While he was not aware of statistics related to domestic violence among individuals who had engaged in the foster care system, Mr. Kelly stated that 80% of incarcerated individuals are or have been involved in the foster care system at some point.

Ms. Crudo explained that 80% of foster care children in San Francisco are eligible for federal dollars, that is, their family income is so low that federal dollars kick in.

Mr. Kelly reported that, in San Francisco, there is a dedicated effort to place children with relatives. Only a small number of kids are placed in group homes.

Commissioner Keehn asked about housing options for young people aging out of the foster care system. Ms. Crudo reported that there is an agency based in the East Bay, First Place Housing, which provides transitional housing for these young people. She stated that work is underway to seek funding for caregivers in a transitional housing context. The Stuart Foundation is providing resources through the Connect 25 program.

Vice President Munter asked about the number of kids who age out of the system. Mr. Kelly reported that there were 240 total kids coming into care and roughly 150 kids aged out of the system last year.

Ms. Crudo discussed the Connect 25 program which focuses on transitioning former foster children into mainstream society. Connect 25 assists former foster youth up until the age of 25. Mr. Kelly suggested the Commission participate as mentors to former foster youth as well as provide information on employment opportunities. Ms. Crudo recommended working with the Independent Living Skills program which administers a mentoring program.

Ms. Crudo reported on the licensing requirements for placements. She pointed to the scarcity of placements in San Francisco, particularly for older children.

Kristal McCoy, Communications Coordinator of the California Youth Connection, reported that 50% of foster care youth become involved in the juvenile justice system, primarily for status offense (i.e., offenses that are defined by the age of the youth). She explained that, nationally, 57% of all foster care children are African American.

### C. California Youth Connection

Shade Daniels presented on the work of California Youth Connection, an advocacy agency of current and former foster youth between the ages of 14-24, which has chapters in 26 different counties. The CYC convenes 2 major conferences: a Summer Leadership & Policy Conference and a Day at the Capital Conference. Ms. Daniels, a former foster youth herself, discussed the fact that basic needs of foster youth, such as sanitary napkins, are not met in their placements. Ms. Daniels' personal experience was that there were many problems with her group home placements, but at a minimum, she was removed from a physically abusive home environment.

Ms. McCoy reported that the CYC collaborates with the Youth Law Centers and the Independent Living Skills Programs agency partners of the San Francisco Human Services Agency. Funding for the agency comes from the private sector, including the Orangewood Foundation and the Wellness Foundation. An estimated 80% of the agency's budget ($1.2 million in 2008) comes from grants. Services are available to anyone who has engaged the foster care or juvenile justice systems. However, it is not a direct service organization.

Ms. Daniels invited the Commission to support the San Francisco Chapter of the California Youth Connection, become a mentor, and support the agency's policy recommendations. Commissioner Shorter invited the presenters to come to a meeting of the Girls Committee.

## VIII. PUBLIC COMMENT

Molly Petit thanked the presenters for their courage and work in advocating for the needs of foster youth. She expressed concern about underserved communities and requested to be placed on an upcoming agenda. President Williams asked Ms. Petit to write a letter to the Department requesting to be placed on the agenda.

## IX. ADJOURNMENT

**Action: To Adjourn meeting**
**m/s/c (Marks/Shorter/Unanimous).**
The meeting was at 7:50 pm.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at http://www.sfgov.org/cosw.

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Government's duty is to serve the public, reaching its decision in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance, or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-7724. To obtain a free copy of the Sunshine Ordinance contact the Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4689, phone: 415-554-7724, fax: 415-554-7854. Copies of the Sunshine Ordinance can also be obtained from the San Francisco Public Library and on the City's website at www.sfgov.org.

**Lobbyist Registration and Reporting Requirements**
Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code § 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102; phone: 415-252-3100, fax: 415-252-3112; web site: sfgov.org/ethics.

City and County of San Francisco
**Commission on the Status of Women**
*Mayor Gavin Newsom*

8/07

**ANGELA WILLIAMS**
**President**

**KATHERINE MUNTER**
**Vice President**

**ANDREA EVANS**
**Commissioner**

**DORKA KEEHN**
**Commissioner**

**JING XU LEE**
**Commissioner**

**CAROLENE MARKS**
**Commissioner**

**ANDREA SHORTER**
**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

# COMMISSION MEETING AGENDA

**Wednesday, March 28, 2007**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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**Roster:**

| | |
|---|---|
| *President Angela Williams* | *Commissioner Jing Xu Lee* |
| *Vice President Katherine Munter* | *Commissioner Carolene Marks* |
| *Commissioner Andrea Evans* | *Commissioner Andrea Shorter* |
| *Commissioner Dorka Keehn* | |

*Total Estimated Meeting Time: 97 minutes*

**I. CALL TO ORDER/ AGENDA CHANGES** **DISCUSSION/ACTION** *3 min.*
- Remarks by President

**II. APPROVAL OF MINUTES** **DISCUSSION/ACTION** *1 min.*
Explanatory document – Draft Minutes from January 24 and February 28, 2007.
***Action: To approve draft minutes from January 24 and February 28, 2007.***

**III. EXECUTIVE DIRECTOR'S REPORT** **DISCUSSION** *5 min.*

**A. Executive Director's Report** **Executive Director Murase**
Explanatory document – The Executive Director's Report discusses the work of the Department along the 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services principles.

**B. Violence Against Women (VAW) Grants Program Anti-Human Trafficking Campaign** - The Asian Anti-Trafficking Collaborative will report on its public education campaign. *5 min.*

**V. CONSENT AGENDA** **DISCUSSION/ACTION** *5 min.*
*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*
***Action: To approve the Consent Agenda.***

**A.** Res. 2007-008: Resolution Recognizing April as Child Abuse Prevention Month
**B.** Res. 2007-009: Resolution Honoring Soroptimist International of San Francisco on the Occasion of its 85th Anniversary

C. Res. 2007-010: Resolution Recognizing April 27, 2006 as "Take Your Daughters and Sons to Work" Day

## VI. OLD BUSINESS

**A. Approve members of the Girls Committee** **Commissioner Shorter** *10 min.*
*Action*: *To approve Passionae Anderson, Eileen Li, and Melissa Padilla as members of the Girls Committee.*
*Action: To adopt resolutions honoring the Girls Committee members.*

## VII. NEW BUSINESS DISCUSSION/ACTION

**A. Project Homeless Connect** **Judith Klain & Sharon Johnson** *10 min.*
Judith Klain, Director of Project Homeless Connect and Volunteer, Sharon Johnson will present information on Project Homeless Connect and upcoming events.

**B. Dress for Success** **Renee N. Surcouf** *10 min.*
Renee Surcouf, Executive Director of Dress for Success will provide an overview of services provided by Dress for Success.

**C. Department of Public Works Update** **Christine Falvey** *30 min.*
Christine Falvey, Director of Communications and Public Affairs will provide and update on the implementation of CEDAW in the Department of Public Works.

## VIII. REPORTS DISCUSSION/ACTION

| | | | |
|---|---|---|---|
| **A.** | **Health** | **Commissioner Marks** | *2 min.* |
| **B.** | **Justice & Courage** | **Commissioner Keehn** | *2 min.* |
| **C.** | **Violence Against Women Prevention and Intervention Grants Program** | **Vice President Munter** | *2 min.* |
| **D.** | **CEDAW Committee** | **President Williams** | *2 min.* |
| **E.** | **Family Violence Council** | **Commissioner Evans** | *2 min.* |
| **F.** | **Girls Committee** | **Commissioner Shorter** | *2 min.* |

## IX. PUBLIC COMMENT DISCUSSION 5 *min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## X. ADJOURNMENT ACTION *1 min.*

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**City and County of San Francisco**
# Commission on the Status of Women
*Mayor Gavin Newsom*

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**ANGELA WILLIAMS**
**President**

**KATHERINE MUNTER**
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**ANDREA SHORTER**
**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

## COMMISSION MEETING MINUTES
**Wednesday, March 28, 2007**
**5:00 pm**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

| **Members Present** | **Staff Present** |
|---|---|
| Commissioner Andrea Evans | Executive Director Emily Murase, Ph.D. |
| Commissioner Jing Xu Lee (5:10) | Policy Analyst Kim-Shree Maufas |
| Commissioner Carolene Marks | Justice & Courage Policy Analyst Colleen Montoya |
| Commissioner Katherine Munter | Policy Analyst Carol Sacco |
| Commissioner Andrea Shorter | Executive Secretary Cynthia Vasquez |
| | Graduate Intern Laura Marshall |

**Members Excused**
Commissioner Angela Williams
Commissioner Dorka Keehn

## I. CALL TO ORDER/AGENDA CHANGES

Vice President Munter called the meeting to order at 5:08 pm.

Vice President Munter requested that purely commendatory resolutions be added to the agenda, as allowed by public meeting laws. She also requested to move the presentation by the Department of Public Works up in the agenda. Vice President Munter acknowledged media that were present and stated that the meeting was subject to video taping as required by public meeting laws.

**Action: Approved amended agenda.**
**m/s/c (Shorter/Evans/Unanimous).**
*No public comment.*

## II. APPROVAL OF MINUTES

**Action: Approved draft minutes from January 24 and February 28, 2007.**
**m/s/c/ (Evans/Shorter/Unanimous).**
*No public comment.*

## III. EXECUTIVE DIRECTORS REPORT

### A. Executive Director Report

In the interest of time, Dr. Murase directed Commissioners to her written report. Commissioners had no questions.

### B. Violence Against Women Prevention & Intervention Grants Program: Anti-Human Trafficking Campaign

Orchid Pusey with Asian Women's Shelter (AWS) explained that the Asian Anti Trafficking Collaborative (AATC) was comprised of AWS, Asian Pacific Islander Legal Outreach (APILO), Donaldina Cameron House, and Narika.

On March 23, a press conference was held with Mayor Gavin Newsom and members of the AATC showcasing the new bus shelter campaign against human trafficking. Funded by the Department on the Status of Women, the bus shelter posters not only help trafficked people self-identify, but also assist community members to identify trafficked people and link them to assistance.

The bus shelters are located at:

- Stockton Street & Broadway Avenue
- Sutter Street & Buchanan Street
- Geary Boulevard & Webster Street
- Market Street & Larkin Street
- Stockton Street (mid block) between Clay and Sacramento
- Geary Boulevard & Laguna
- Hayes Street & Larkin Street
- Post Street & Laguna Street

## V. CONSENT AGENDA

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**A.** Resolution Recognizing April as Child Abuse Prevention Month
**B.** Resolution Honoring Soroptimist International of San Francisco on the Occasion of its 85th Anniversary
**C.** Resolution Recognizing April 27, 2006 as "Take Your Daughters and Sons to Work" Day
**D.** Resolution Recognizing Karri Cormican and Hannah Bridgeman-Oxley for Heroism
**E.** Resolution in Appreciation of Colleen Montoya
**F.** Resolution Extending Condolences to the Family of Antwanisha Morgan

**Action: Approved Consent Agenda.**
**m/s/c (Evans/Lee/Unanimous)**

Commissioner Shorter thanked former Commissioner Juanita Miles, great aunt of Antwanisha Morgan, Malika Crosby mother of Antwanisha Morgan, and her family for their presence at the meeting and offered condolences to the family. Commissioner Shorter read the resolution as follows:

> *Be it known that the Commission on the Status of Women of the City and County of San Francisco hereby issues and authorizes the execution, by the subscribing Commissioners, of the following commendation:*
>
> *Whereas, Ms. Antwanisha Morgan was an exuberant, talented, and ambitious young woman whose life was tragically ended by gang violence on Friday, March 16; and,*
>
> *Whereas, Ms. Morgan, a student at South San Francisco High School where she anchored the school's televised morning announcement, was active in the choir of the Providence Baptist Church in the Bayview and a long-time volunteer at the Bayview Hunters Point Foundation for Community Improvement where she tutored young children, including the night of her death; and these communities deeply mourn the loss of Ms. Morgan's inspiration and spirit; and,*
>
> *Whereas, former Commissioner Juanita Miles was a mentor to Ms. Morgan, instilling in her leadership, volunteerism, and commitment to the community from a young age, all qualities that Commissioner Miles contributed during her tenure serving the City and County of San Francisco;*
>
> *Now therefore be it resolved that the San Francisco Commission on the Status of Women extends its deepest condolences to the family and friends of Antwanisha Morgan upon their profound loss.*

Former Commissioner Juanita Miles thanked the Commission for honoring the life of a future activist, possibly a future Commissioner, when honoring Antwanisha Morgan.

Lody Mayfield, a member of the public, encouraged community leaders to invest time and effort into supporting families in the Bayview/Hunters Point neighborhood as the lives of too many youth are being taken on a daily basis.

Commissioner Marks shared the concern of the amount of violence in the Bayview/Hunters Point neighborhood.

## VI. OLD BUSINESS

### A. Girls Committee

The Commission reviewed candidates to serve on the Commission's newly-formed Girls Committee. Eileen Li, a University High School student, thanked the Commission for the opportunity to serve in such a dynamic group. Ms. Li believes this opportunity will provide her experience in working with a public body.

Dawn Liu, a School of the Arts High School student, thanked the Commission for developing the Girls Committee and is looking forward to engaging on issues that affect girls in San Francisco.

**Action: To approved Passionae Anderson, Eileen Li, and Melissa Padilla as members of the Girls Committee.**
**m/s/c/ (Shorter/Marks/Unanimous).**
*No public comment.*

Policy Analyst Kim-Shree Maufas presented the resolutions honoring the work of the Girls Committee members and requested that the Commission adopt the resolutions.

**Action: To adopt resolutions honoring the Girls Committee members.**
**m/s/c/ (Shorter/Marks/Unanimous).**
*No public comment.*

## VII. NEW BUSINESS

### A. Project Homeless Connect -

Judith Klain, Director of Project Homeless Connect (PHC) at the Human Services Agency, gave a brief overview of services. PHC is a volunteer-based program that occurs several times a year where a variety of health and city services are provided to the homeless population in San Francisco at one location. The goals are to:

- Improve access to services and housing for the homeless in San Francisco;
- Engage and increase the collaborative involvement of homeless consumers, business, non-profit community, and volunteers working together to end homelessness;
- To improve the system of care by creating opportunities for collaborations and sharing of best practices among homeless service providers;
- To leverage private, corporate, foundation funding, and in-kind support to increase housing options and build service capacity for the homeless in San Francisco.

Those individuals who seek assistance at PHC receive access to city services, free identification cards, setting up bank accounts, pet and veterinary care, veteran services, dental and medical screenings, wheelchair assistance, employment services, and more.

Judith Klain encouraged Commissioners, staff, and anyone who wanted to help to volunteer for an upcoming PHC. At the last PHC, over 112 families received assistance. The next PHC will take place on April 11 at the Bill Graham Civic Auditorium and there will be a PHC event held in the Bayview District in June.

Ms. Klain informed the Commission that over 70% of the women seeking assistance are victims of domestic violence. She urged the domestic violence shelters that the Department works with to participate at a future PHC event. Services that are always needed are childcare assistance, housing assistance, employment services, and mentoring.

Lisa Wheeler, a former PHC client, discussed the assistance she received. Ms. Wheeler was very appreciative of the support, and has now become a dedicated volunteer herself.

Commissioners asked Ms. Klain whether the event was family friendly and welcoming of women who were homeless. Ms. Klain responded that, based on feedback from clients, PHC has created a play space for children so that clients with children would be provided childcare while they were accessing services.

### B. Dress for Success -

Renee Surcouf, Executive Director of the new local Dress for Success chapter, provided an over view of services. The mission of Dress for Success is to promote the economic independence of disadvantaged women by providing professional attire, a network of support, and the career development tools to help them thrive in work and in life. Dress for Success serves clients by referral only, and women must have job interviews scheduled before receiving clothing. Their clients come from a continually expanding and diverse group of non-profit and government agencies including homeless shelters, immigration services, job training programs, educational institutions, and domestic violence shelters, among many other organizations. More than 2,500 organizations throughout the world send women to Dress for Success chapters for professional apparel and career development services. To meet the need for services that would help women both secure and keep jobs, the organization has established the Professional Women's Group (PWG) program, which provides ongoing support to enable women to successfully transition into the workforce, build thriving careers and prosper in the mainstream workplace. Once a woman joins PWG, she becomes a member for life, eligible to attend meetings at any affiliate throughout the world, and can benefit from additional employment retention and mentoring programs.

Ms. Surcouf requested the assistance of the Commission and Department to increase the visibility of Dress for Success which has a surplus of clothing at this point. Commissioners suggested providing Ms. Surcouf with a list of the Department' Partner Agencies we work with to begin to create a network of agencies that they can work with. Commissioner Shorter offered to provide a letter from the Commission encouraging partnerships with organizations.

### C. Department of Public Works Gender Analysis Update

In 1999, the Department conducted a gender analysis of the Department of Public Works (DPW) per the U.N. Convention to Eliminate All Forms of Discrimination Against Women (CEDAW) Ordinance, adopted in San Francisco in 1998. Dr. Fred Abadi, Director of the Department of Public Works provided the Commission with an update of the CEDAW implementation with the Department of Public Works. He began with an overview of the department and its 1500 employees. Dr. Abadi highlighted some progress in workforce composition, noting an overall increase of 17% women in the miscellaneous professionals category, but recognized that the recruitment of women was an on-going process. Among internships, many of which leveraged into full-time positions, women accounted for 40%. In the Project Pull apprenticeship program, Dr. Abadi noted a female participation rate of 45%.

DPW Equal Employment Opportunity Programs Manager Janie White discussed employee town halls that attracted participants from 14 different bureaus and 4 program areas. She is also concerned with the recruitment of women in non-traditional fields and stated that such recruitment required early intervention.

Deputy Director of Operations Mohammad Nehru provided details of various workforce development programs. A Supervisor's Academy, composed of a 12- week course has been convened. Already, 4 classes of 12 - 15 participants each have participated in the program. DPW has also initiated a manager training program. Last November, DPW graduated its first class in the apprenticeship program. Executive Director Murase reported that, based on feedback from the Commission's CEDAW Committee, DPW has changed the location of the apprenticeship program to increase accessibility to participants who may have childcare issues.

Raquel Smith, President of the DPW Women's Enrichment Group, reported that since the first meeting of the group last summer, it has grown from a dozen women to over 70, and is open to men as well. Discussion has focused on promotional opportunities for women. The group established a monthly "Honorship Award" to recognize the achievements of women staff. Notes from the 7 meetings of the group were provided to the Department.

Commissioner Marks asked about the number of women participating in the apprenticeship program. Deputy Director Nehru responded by stating that between 25% - 32% of each class were women. Commissioner Shorter requested budget information and the allocation of resources by gender at DPW. Douglas Lake, DPW Manager of Budget and Finance stated that he will be working with CEDAW Policy Analyst Ann Lehman to provide this information at a later time. Commissioner Munter noted that while recruitment of women to non-traditional positions was important, retention was also key. Commissioner Evans asked how flexible schedules were administered. Dr. Abadi responded that requests for flexible schedules are considered on a case-by-case basis. Commissioner Lee requested a gender breakdown of participants in the Supervisor's Academy. Dr. Abadi responded that roughly 20% were women.

Commissioners thanks Dr. Abadi and his staff for their presentation. Executive Director Murase recognized Christine Falvey, DPW Director of Office of Communications and Public Affairs, for her dedicated efforts in pulling the CEDAW update together.

## VIII. REPORTS

### A. Health

Commissioner Marks reported that the Mayor's Health Access Plan Advisory Committee (HAP) is moving along and making changes to parts of the ordinance and will provide the Commission with an update at the April meeting. Commissioner Marks is also working with the UCSF Center on Excellence in Women's Health Working Group which is planning a 2007 Women's Health Advocacy Day in Sacramento, California and the 2nd Annual Women's Summit in San Francisco. She has also convened a group of community stakeholders to address the specific issue of mortality of African American women in the Bayview District with breast cancer.

### B. Justice & Courage

Policy Analyst Colleen Montoya reported that the Department is in the process of setting up meetings with the Mayor and the Mayor's Office of Criminal Justice to brief them with the Domestic Violence Victim Safety & Accountability Audit. The Justice & Courage Oversight Panel is planning a community meeting for May 30 which will be held to get feedback on the safety audit from the public. The Panel has embarked on a strategic planning process and will meet on April 11 to plan the agenda. The tentative date for the retreat is June 26. The Domestic Violence Response Cross-Training Institute is scheduled to launch on May 3. The Department has contracted with Mark Morris Associates to conduct a program evaluation of the training institute. Commissioners thanked Policy Analyst Montoya for her dedicated service to the Department.

### C. Violence Against Women Prevention & Intervention (VAW) Grants Program

Vice President Munter stated that Lisa Korwin of Korwin Consulting will provide an update on the Needs Assessment at the April meeting.

### D. Girls Committee

Commissioner Shorter reported that the Girls Committee is working closely with the organizers of GiRLFEST 2007 Bay Area. GiRLFEST 2007 Bay Area will be a 4-day event held July 19 -22 in San Francisco to change peer culture and prevent violence against young women and girls through education and outreach based on collaborations with a variety of artists, educators, health professionals, craftswomen, elected officials, and families. The Girls Committee will meet on April 7 with GiRLFEST coordinators to go over logistics. The Girls Committee hopes to meet with the Mayor and brief him on this event.

### E. Family Violence Council

Commissioner Evans reported that the Family Violence Council legislation is close to being finalized by the City Attorney's Office. Commissioner Evans will participate in a conference call to review the legislation with the City Attorney. She hopes to present the legislation to the Commission at the April or May meeting.

### E. CEDAW

Executive Director Murase reported that the CEDAW Committee has not met. The next meeting will be on May 10 with the location still to be determined.

## IX. PUBLIC COMMENT

Daisy Anarchy thanked Colleen Montoya for all of her work with the Department and on behalf of women and girls in San Francisco. Ms. Anarchy also made the request to the Commission to have public comment after old business. Ms. Anarchy expressed her concern with the amount of time that the City Attorney's Office has taken in reviewing the Exotic Dancer Legislation.

## X. ADJOURNMENT

**Action: To Adjourn meeting**
**m/s/c (Evans/Shorter/Unanimous).**
The meeting was at 7:05 pm.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at http://www.sfgov.org/cosw.

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Government's duty is to serve the public, reaching its decision in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance, or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-7724. To obtain a free copy of the Sunshine Ordinance contact the Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4689, phone: 415-554-7724, fax: 415-554-7854. Copies of the Sunshine Ordinance can also be obtained from the San Francisco Public Library and on the City's website at www.sfgov.org.

**Lobbyist Registration and Reporting Requirements**
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City and County of San Francisco

# Commission on the Status of Women

*Mayor Gavin Newsom*

/07

**ANGELA WILLIAMS**
**President**

**KATHERINE MUNTER**
**Vice President**

**ANDREA EVANS**
**Commissioner**

**DORKA KEEHN**
**Commissioner**

**JING XU LEE**
**Commissioner**

**CAROLENE MARKS**
**Commissioner**

**ANDREA SHORTER**
**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

## COMMISSION MEETING AGENDA

**Wednesday, April 25, 2007**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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**Roster:**

| | |
|---|---|
| *President Angela Williams* | *Commissioner Jing Xu Lee* |
| *Vice President Katherine Munter* | *Commissioner Carolene Marks* |
| *Commissioner Andrea Evans* | *Commissioner Andrea Shorter* |
| *Commissioner Dorka Keehn* | |

*Total Estimated Meeting Time: 102 minutes*

**I. CALL TO ORDER/ AGENDA CHANGES** **DISCUSSION/ACTION** *3 min.*
- Remarks by President

**II. APPROVAL OF MINUTES** **DISCUSSION/ACTION** *1 min.*
Explanatory document – Draft Minutes from March 28, 2007.
***Action: To approve draft minutes from March 28, 2007.***

**III. EXECUTIVE DIRECTOR'S REPORT** **DISCUSSION** *5 min.*

**A. Executive Director's Report** **Executive Director Murase**
Explanatory document – The Executive Director's Report discusses the work of the Department along the 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services principles.

**B. Violence Against Women (VAW) Grants Program Anti-Human Trafficking Campaign -** Arab Cultural and Community Center *10 min.*

**IV. CONSENT AGENDA** **DISCUSSION/ACTION** *5 min.*
*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*
***Action: To approve the Consent Agenda.***

**A.** Resolution Recognizing National Action for Peace on Mother's Day
**B.** Resolution Recognizing the Pacific Asian American Women Bay Area Coalition in honor of Asian/Pacific American Heritage Month
**C.** Resolution Recognizing Latina news anchor Jessica Aguirre in honor of Cinco de Mayo
**D.** Resolution Recognizing the Contributions of Prosecutor Linda Klee

## V. OLD BUSINESS

**A. Nominations of Officers for 2007-2008 Vice President Munter** *10 min.*

The Commission will nominate candidates for Vice President of the Commission for 2007-2008. The election will take place at the May 23 Commission meeting.

**Action: To nominate candidates for Vice President for 2007-2008.**

**B. Update on Needs Assessment Lisa Korwin** *20 min.*

Lisa Korwin, the consultant conducting the Department's needs assessment, will update the Commission on the project.

## VI. NEW BUSINESS

**A. "Women Breaking Barriers" Exhibit Don Romesburg** *10 min.*

Curator Don Romesburg will provide information on "Women Breaking Barriers: Women's Music from 1964 to 1984," an exhibit of the Gay, Lesbian, Bisexual, Transsexual Historical Society.

**B. Family Violence Council Legislation Commissioner Evans** *20 min.*

Commissioner Evans will provide a briefing on the Family Violence Council legislation, the product of an 18-month planning process involving community stakeholders and relevant government agencies to reinvigorate the state-mandated county Family Violence Council.

**Action: To approve the Family Violence Council legislation.**

## VII. REPORTS DISCUSSION/ACTION

| | | | |
|---|---|---|---|
| **A.** | **Health** | **Commissioner Marks** | *2 min.* |
| **B.** | **Justice & Courage** | **Commissioner Keehn** | *2 min.* |
| **C.** | **Violence Against Women Prevention and Intervention Grants Program** | **Vice President Munter** | *2 min.* |
| **D.** | **CEDAW Committee** | **President Williams** | *2 min.* |
| **E.** | **Family Violence Council** | **Commissioner Evans** | *2 min.* |
| **F.** | **Girls Committee** | **Commissioner Shorter** | *2 min.* |

## VIII. PUBLIC COMMENT DISCUSSION *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## IX. ADJOURNMENT ACTION *1 min.*

City Hall is accessible to persons using wheelchairs and others with disabilities. Assistive listening devices are available and meetings are open-captioned. Agendas are available in large print. Materials in alternative formats, American Sign Language interpreters, and other accommodations will be made available upon request. Please make your request for alternative format or other accommodations to the Department on the Status of Women at 415-252-2570. Providing at least 72 hours notice prior to the meeting will help to ensure availability. The nearest BART station is Civic Center Plaza at the intersection of Market, Grove, and Hyde Streets. The MUNI Metro lines are the J, K, L, M, and N (Civic Center Station or Van Ness Avenue Station). MUNI bus lines serving the area are the 47 Van Ness, 9 San Bruno, and the 6, 7, 71 Haight/ Noriega. Accessible curbside parking is available on 1 Dr. Carlton B. Goodlett Place (San Francisco City Hall) and Grove Street. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based scented products. Please help the City to accommodate these individuals. For inquiries or requests for accommodations, please call 415- 554-6789 (V), 415-554-6799 (TTY).

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City and County of San Francisco

Commission on the Status of Women

*Mayor Gavin Newsom*

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***EMILY MURASE, PhD***
***Executive Director***

# COMMISSION MEETING MINUTES

**Wednesday, April 25, 2007**
**5:00 pm**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

**Members Present**
Commissioner Andrea Evans
Commissioner Dorka Keehn
Commissioner Jing Xu Lee
Commissioner Carolene Marks
Vice President Katherine Munter
Commissioner Andrea Shorter

**Staff Present**
Executive Director Emily Murase, Ph.D.
Policy Analyst Kim-Shree Maufas
Policy Analyst Carol Sacco
Commission Secretary Cynthia Vasquez
Graduate Intern Laura Marshall

**Members Excused**
Commissioner Angela Williams

## I. CALL TO ORDER/AGENDA CHANGES

Vice President Munter announced that she would be presiding over the meeting in the absence of President Williams. President Munter requested to move up the Family Violence Council presentation as it required a vote and some Commissioners were expected to depart early.

**Action: Approved amended agenda. /s/c (Marks/Shorter/Unanimous).**

*No public comment.*

## II. APPROVAL OF MINUTES

**Action: Approved draft minutes from March 28, 2007. m/s/c/ (Shorter/Keehn/Unanimous).**

*No public comment.*

## III. EXECUTIVE DIRECTOR'S REPORT DISCUSSION

### A. Executive Director's Report

In the interest of time, Dr. Murase directed Commissioners to her written report. Dr. Murase announced that President Williams had submitted her resignation to pursue a professional opportunity in New York. Vice President Munter would now assume the role of president and later in the meeting nominations for a Vice President would take place. Dr. Murase informed the Commission that the Department is currently accepting applications for the vacant Senior Policy Analyst until filled.

### B. Violence Against Women (VAW) Partner Agency Profile – Arab Cultural and Community Center

Sally Al-Daher, Executive Director of the Arab Cultural and Community Center (ACCC) explained that the organization is devoted to promoting Arab art and culture, and enriching the lives of the Arab American community. It is the only agency in San Francisco dedicated to the Arab community. Although the ACCC does not provide direct services to victims of domestic violence, they do refer clients to other agencies that provide services including shelter and transitional housing. The agency recently conducted a needs assessment by contacting 15 organizations who serve the Arab community. The survey found that 30% of Arab American women respondents felt that more information about domestic violence was needed. Based on results from the study, the agency facilitated 10 cultural competency trainings to help direct service agencies better address the needs of Arab Americans. From January to

April, for example, the ACCC conducted cultural competency training for 120 employees and 60 physicians at San Francisco General Hospital.

The agency is further working to educate religious leaders on providing assistance to victims of domestic violence since they frequently are the first people victims turn to for help. As part of its outreach campaign, the agency developed pocket cards with resources for victims of domestic violence and posters, in Arabic, targeting violence prevention among boys. Although the ACCC is limited in staffing, 3 out of 11 employees are full-time and they are currently working with 2 AmeriCorps members to provide sexual assault /harassment trainings to Arab youth who are new to this country.

Commissioner Keehn suggested the Rockwood Fund and the Women's Foundation as possible resources for further funding.
*No public comment.*

## IV. CONSENT AGENDA

***All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.***
**Action: To approve the Consent Agenda. m/s/c (Shorter/Evans/Unanimous)**

**A.** Resolution Recognizing National Action for Peace on Mother's Day
**B.** Resolution Recognizing the Pacific Asian American Women Bay Area Coalition in honor of Asian/Pacific American Heritage Month
**C.** Resolution Recognizing Latina news anchor Jessica Aguirre in honor of Cinco de Mayo
**D.** Resolution Recognizing the Contributions of Prosecutor Linda Klee

Alfredo Pedroza, with the Mayor's Office of Neighborhood Services Liaison to District 9, presented Linda Klee with a proclamation in honor of her contributions to the City of San Francisco on behalf on the Mayor.
*No public comment.*

## V. OLD BUSINESS

### A. Nominations of Officers for 2007-2008

Dorka Keehn nominated Andrea Evans for Vice President. Commissioner Evans thanked the Commission for the nomination but due to personal reasons, she declined the nomination at this time. Commissioner Evans nominated Commissioner Marks for Vice President.
**Action: To approve Commissioner Carolene Marks as Vice President. m/s/c (Shorter/Evans/Unanimous)**
*No public comment.*

### B. Update on Needs Assessment

Lisa Korwin with Korwin Consulting has been contracted with the Department to conduct a needs assessment of current services to address violence against women and girls in San Francisco. Ms. Korwin reviewed her professional background, emphasizing her sensitivity in addressing violence against women. In the past, Ms. Korwin has worked on 3 domestic violence-related planning and evaluation efforts:

- City of San Jose Domestic Violence Advisory Board
- Next Door Solutions to Domestic Violence
- The Santa Clara Domestic Violence Advocacy Consortium

Ms. Korwin has also conducted many needs assessments over the years that have provided organizations with critical information to make effective decisions about administrative and program strategies. She has previously worked with the Women's Foundation of California and conducted a needs assessment for Sonoma County.

The expected outcome of the needs assessment is to assess comprehensive data and provide a final report that will guide the Commission in policy and program decisions, including decisions for the next Violence Against Women Prevention & Intervention Grants (VAW) award cycle. The needs assessment will consist of three phrases:

Phase One: Pre-Assessment
- Reviewing relevant materials.
- Obtaining Commission-funded agencies' participation.
- Convene Needs Assessment Design Team.

Phase Two: Data Gathering and Analysis
- Convene Client /Resident Focus Groups.
- Conduct client interviews.
- Conduct staff interviews.
- Conduct staff focus groups.

Phase Three: Reporting and Discussion of Findings
- Draft Final Report.
- Present and discuss findings with Department funded agencies.
- Present and discuss findings with Commission.

Commissioner Shorter requested that the Commission be updated as the process moves along and inquired about a timeline. Ms. Korwin hopes to have the assessment completed by September 2007; however this will be largely determined by the availability of the agencies and clients.

## VI. NEW BUSINESS

**A. "Women Breaking Barriers" Exhibit by the Gay, Lesbian, Bisexual, Transgender Historical Society**
Denise Belloti, Co-Chair of the Board of Directors of the GLBT Historical Society Galley, informed the Commission that the exhibit "Women Breaking Barriers: Women's Music from 1964-1984" would open on Thursday, May 17, from 6-8 pm. This exhibit focuses on imagery of women artist for 1964 through 1984. The show highlights women's music album covers, concert posters, and photos showcasing vital parts of lesbian culture and community buildings. Commissioner Shorter thanked Denise for the presentation and encouraged Commissioners to view the exhibit.
*No public comment.*

**B. Family Violence Council Legislation**
Commissioner Evans referred Commissioners to the legislation in their packets. The purpose of the Family Violence Council is to bring together child abuse, elder abuse, and domestic violence advocates to share expertise and exchange information. The Council will be composed of members from city departments, community-based organizations, and local universities and hospitals. Commissioner Evans acknowledged Beverly Upton, Kathy Baxter and Mary Twomey for co-chairing the council and their continued work. Commissioner Evans reported that the Mayor and Supervisor Sophie Maxwell are in support of the legislation and they hope to submit the legislation to the Board of Supervisors with the legislation in June.

*Public comment:* Beverly Upton thanked the Commission for their continued support and emphasized the significance of the fact that the Council has the Mayor and Supervisor Maxwell's support. Ms. Upton expressed appreciation to the Department for leading the process of the reconstitution of the Council and stated that the San Francisco Family

Violence Council could become a model for the rest of the country. Vice President Munter thanked Commissioner Evans for her leadership with the legislation and advancing it to this point.
**Action: Approved the Family Council legislation as written. m/s/c (Marks/Evans/Unanimous)**

## VII. REPORTS

### A. Health

Commissioner Marks continues to work with the Health Access Plan Advisory Committee (HAP). The next meeting will be on Friday, April 27. In the latter part of May, there will be representative from all over the state to discuss legislation on health access for all, with the goal to get the Governor to sign a universal healthcare bill. UCSF will be holding the San Francisco Women's Health Summit on universal healthcare on May 10 at the First Unitarian Universalist Church. Commissioner Marks and Policy Analyst Kim-Shree Maufas have both played active roles in the development of this event.

Commissioner Marks and Ms. Maufas continue to work with the African American Breast Cancer Advocacy Group in coordinating a Town Hall community meeting in September. The group is looking for an effective keynote speaker and requested suggestions from the Commission.
*No public comment.*

### B. Justice & Courage

Commissioner Keehn reported that the Department met with Lenore Anderson, Director of the Mayor's Office of Criminal Justice, to discuss the findings of the Domestic Violence Victim Safety and Accountability Audit. Commissioner Keehn, Dr. Trish Erwin, and Department staff met with the Mayor to brief him on the Safety Audit.

There will be a Justice and Courage Community meeting on Wednesday, May 30 from 3-6 pm at the Women's building to discuss the Safety Audit and solicit input from the community. On June 26, there will be a Justice and Courage strategic planning meeting to develop a 3-year plan.

Commissioner Keehn was pleased to announce that Tari Ramirez was extradited and arraigned in San Francisco, representing a victory not only for the family of Claire Joyce Tempongko, but for all San Franciscans.
*No pubic comment.*

### C. Violence Against Women Prevention and Intervention (VAW) Grants Program

Executive Director Murase was pleased to announce that the Mayor restored budget cuts to the VAW Grants Program that would have affected Department-funded agencies. Acting Grants Administrator Carol Sacco will be working with agencies to renew their contracts in the next month.

Commissioner Shorter thanked Dr. Murase and Beverly Upton for their efforts in securing the funding for the VAW Grants Program. Commissioner Shorter also stated that she hopes that there will come a point where the Commission does not have to worry about losing such critical funding.
*No public comment.*

### D. Girls Committee

Commissioner Shorter reported that the Girls Committee is now fully seated and had a successful meeting this past Monday. The Committee is currently working on GiRLFEST Bay Area and discussed what their role would be with GiRLFEST. This year UCSF will not be holding their annual Health Conference and, instead, will collaborate with GiRLFEST organizers to hold a smaller fair at GiRLFEST. Commissioner Shorter is hopeful that this event will become institutionalized rather than dependent on a sponsorship by an elected official. The Girls Committee is also reviewing the Department's *Girls Report* and hopes to assist with updating the report. A major project of the Girls Committee is to create a social service directory for girls.
*No public comment.*

**E. CEDAW Committee**
The next CEDAW meeting will take place once the Department has received the report from the Women's Institute for Leadership Development for Human Rights (WILD) on San Francisco's implementation of CEDAW. A job announcement for the CEDAW Policy analyst will be posted in May.
*No public comment.*

## VIII. PUBLIC COMMENT

Daisy Anarchy, a survivor of domestic violence, thanked Beverly Upton and Executive Director Emily Murase in assuring that funds would not be cut from the agencies providing such critical and valuable services to victims of domestic violence.

Beverly Upton, Executive Director of the Domestic Violence Consortium, thanked the Commission and the efforts of Executive Director Emily Murase in securing the VAW Grants Funds. Ms. Upton stated that this is the time to work on some baseline legislation to guarantee on-going funding for programs that help victims of Domestic Violence.

Commissioner Shorter expressed support for developing legislation to ensure services and believes that this is a crucial time since it is an election year. Commissioner Shorter referenced the Department of Children, Youth, and Their Families (DCYF) as an example. DCYF has a baseline which has now been adopted as a part of the City Charter. Executive Director Murase suggested that a violence prevention fund can be discussed further under the new Family Violence Council.

## IX. ADJOURNMENT

Commissioner Shorter requested to adjourn the meeting in honor of the late Congresswomen Juanita McDonald.
**Action: Motion to adjourn in memory of Congresswomen of Juanita McDonald. m/s/c (Shorter/Munter/ Unanimous)**
The meeting was adjourned at 6:35 pm.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

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City and County of San Francisco

Commission on the Status of Women

*Mayor Gavin Newsom*

**KATHERINE MUNTER**
**President**

**ANDREA EVANS**
**Commissioner**

**DORKA KEEHN**
**Commissioner**

**JING XU LEE**
**Commissioner**

**CAROLENE MARKS**
**Commissioner**

**ANDREA SHORTER**
**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

# COMMISSION MEETING AGENDA

**Wednesday, May 23, 2007**
**4:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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**Roster:**

*Vice President Katherine Munter*
*Commissioner Andrea Evans*
*Commissioner Dorka Keehn*
*Commissioner Jing Xu Lee*
*Commissioner Carolene Marks*
*Commissioner Andrea Shorter*

***Total Estimated Meeting Time: 87 minutes***

**I. CALL TO ORDER/ AGENDA CHANGES** **DISCUSSION/ACTION** *3 min.*

- Remarks by President

**II. APPROVAL OF MINUTES** **DISCUSSION/ACTION** *1 min.*

Explanatory document – Draft Minutes from April 25, 2007.
***Action: To approve draft minutes from April 25, 2007.***

**III. EXECUTIVE DIRECTOR'S REPORT** **DISCUSSION** *5 min.*

**A. Executive Director's Report** **Executive Director Murase**

Explanatory document – The Executive Director's Report discusses the work of the Department along the 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services principles.

**B. Violence Against Women (VAW) Grants Program - Gum Moon Women's Residence**

**IV. CONSENT AGENDA** **DISCUSSION/ACTION** *5 min.*

***All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.***
***Action: To approve the Consent Agenda.***

**A.** Resolution Supporting the San Francisco Hep B Free Campaign
**B.** Resolution Recognizing the 15th Anniversary of the Domestic Violence Consortium
**C.** Resolution Recognizing the Supreme Court Ruling on Reproductive Rights
**D.** Resolution Recognizing Civil Service Commission Director Kate Favetti
**E.** Resolution Recognizing LYRIC's June 16th Young Women's Health Fair

## V. OLD BUSINESS DISCUSSION/ACTION

**A. Election of Officers** **Vice President Munter** *10 min.*
The Commission will vote to elect the Vice President of the Commission for the remainder of this year's term ending in August 2007. At the April 25 Commission meeting, Commissioner Marks was nominated for Vice President.
***Action: To elect the Vice President.***

**B. Universal Health Care Update** **Commissioner Marks** 10 min.

## VI. NEW BUSINESS

**A. Social Services of Catholic Charities** **Becky A. Bogyo** *10 min.*
Presentation by Becky Bogyo, Lead Immigration Counselor for Refugee and Immigrant Services, on services provided to girls and women.

**B. Hepatitis B Outreach** **Ted Fang** *5 min.*
Ted Fang of the AsianWeek Foundation will provide information on the outreach that is being done on Hepatitis B.

**C. Overview of Childcare Investment and Resources in San Francisco**

**1. San Francisco Childcare Planning Council Needs Assessment** **Michele Rutherford** *15 min.*
Michele M. Rutherford, Program Manager of Child Care Policy and Planning with the Human Services will review the Needs Assessment.

**2. Children's Council of San Francisco Resources** **Dan Safran** *10 min.*
Presentation by Dan Safran, Ph.D, Deputy Director of the Children's Council of San Francisco on resources for girls and women.

**D. Commission Meeting Agenda** **Commissioner Marks** *10 min.*

## VII. REPORTS DISCUSSION/ACTION

| | | | |
|---|---|---|---|
| **A.** | **Health** | **Commissioner Marks** | *2 min.* |
| **B.** | **Justice & Courage** | **Commissioner Keehn** | *2 min.* |
| **C.** | **Violence Against Women Prevention and Intervention Grants Program** | **President Munter** | *2 min.* |
| **D.** | **CEDAW Committee** | **President Munter** | *2 min.* |
| **E.** | **Family Violence Council** | **Commissioner Evans** | *2 min.* |
| **F.** | **Girls Committee** | **Commissioner Shorter** | *2 min.* |

## VIII. PUBLIC COMMENT DISCUSSION *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## IX. ADJOURNMENT ACTION *1 min.*

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City and County of San Francisco

**Commission on the Status of Women**

*Mayor Gavin Newsom*

07

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## COMMISSION MEETING MINUTES

**Wednesday, May 23, 2007**
**4:00 pm**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

| **Members Present** | **Staff Present** |
|---|---|
| Commissioner Andrea Evans (via telephone) | Executive Director Emily Murase, Ph.D. |
| Commissioner Dorka Keehn (4:50) | Policy Analyst Kim-Shree Maufas |
| Commissioner Jing Xu Lee | Policy Analyst Carol Sacco |
| Vice President Carolene Marks | Commission Secretary Cynthia Vasquez |
| President Katherine Munter | Administrative Analyst Laura Marshall |

**Excused Absent:** Commissioner Andrea Shorter

### I. CALL TO ORDER/AGENDA CHANGES

President Munter called the meeting to order and announced that Commissioner Andrea Evans would participate in today's meeting via telephone.

**Action: Approved amended agenda. m/s/c (Marks/Lee/Unanimous).**

*No public comment.*

### II. APPROVAL OF MINUTES

**Action: Approved draft minutes from April 25, 2007. m/s/c/ (Marks/Lee/Unanimous).**

*No public comment.*

### III. EXECUTIVE DIRECTOR'S REPORT DISCUSSION

### A. Executive Director's Report

In the interest of time, Dr. Murase directed Commissioners to her written report. Dr. Murase did announce that the UC Berkeley intern expected to join the department this fall has changed her academic focus therefore, the Department would not be hosting a graduate student this fall.

### B. Violence Against Women (VAW) Partner Agency Profile – Gum Moon Women's Residence

Gloria Tan, Executive Director of the Gum Moon Women's Residence, explained that the organization provides transitional housing facilities for Asian immigrant women who are survivors of domestic violence as well as victims of human trafficking. Gum Moon has also established a community outreach project known as the Asian Women's Resource Center (AWRC). The AWRC provides a wide range of services for low-income monolingual Asian immigrant women and children. The AWRC offers opportunities for cross-cultural experiences, self-improvement and leadership development. Gum Moon's services include:

- Transition Housing
- Survival English Program
- Parent-Child Development Program
- Pre-Employment Training Program
- Summer School Program
- After School Tutorial Program

- Cultural, social and Recreational Program
- Informational and Referral Services

Gum Moon staff are fluent in Cantonese, Mandarin, Vietnamese, Indonesian, and Korean to provide a variety of social services in their native languages. Residents are responsible for their own cooking and cleaning their own living quarters. The staff encourages interaction and activities among the residents, creating a family atmosphere. Through a wide range of social services to the residents, women gain self esteem and confidence. Currently there are 29 residents at Gum Moon and there is a waiting list. The Department funds 15 rooms, some of which are singles and others double occupancy. Ms. Tan invited Commissioners to visit the facilities to get a first-hand look at the services they provide. Ms. Tan announced that Gum Moon will hold its annual fundraiser on Friday, August 24 and would provide more details once they become available.

## IV. CONSENT AGENDA

***All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.***

**Action: To approve the Consent Agenda. m/s/c (Marks/Lee/Unanimous)**

**A.** Resolution Supporting the San Francisco Hep B Free Campaign
**B.** Resolution Recognizing the 15th Anniversary of the Domestic Violence Consortium
**C.** Resolution Recognizing the Supreme Court Ruling on Reproductive Rights
**D.** Resolution Recognizing Civil Service Commission Director Kate Favetti
E. Resolution Recognizing LYRIC's June 16th Young Women's Health Fair

Kate Favetti thanked the Commission for the resolution recognizing her 36 years of service with the City and County of San Francisco. Ms. Favetti explained that when she first came to work for the City and County, women were not well represented in City employment, and how, after 36 years, many steps have been taken to have women in executive positions.

## V. OLD BUSINESS

### A. Election of Officers

President Munter reminded the Commission that, at the April 25 Commission meeting, Commissioner Marks was nominated Vice President.

**Action: To approve Commissioner Carolene Marks as Vice President. m/s/c (Munter/Evans/Unanimous)**

*No public comment.*

### B. Universal Health Care Update

On May 10, Vice President Marks and Policy Analyst Kim-Shree Maufas staffed the San Francisco Women's Health Summit on May 10 where there were over 100 attendees. The morning activities consisted of a presentation by Tangerine Brigham, Deputy Director of the San Francisco Universal Health Access Program, now known as Healthy San Francisco, followed by and a broad discussion of women's health issues facilitated by Ysabel Duron of the KRON 4 News.

Ms. Maufas reported that on May 16 she joined community members, health care providers, various women's working groups, state-wide union representatives, and high school students from across California in Sacramento to lobby for women's universal health care. These groups also met with legislators about the three 2007 Universal Health Care Bills currently in the legislature: Senator Kuehl's SB840, Senator Perata's SB48, and Assembly Speaker Fabian Nunez's AB8.

Ms Maufas reported that she will be attending the Catherine Summer's Imani Breast Cancer Support Group "Celebration of Life" Conference on May 26, 2007.

## VI. NEW BUSINESS

### A. Social Services of Catholic Charities

Becky Bogyo, Lead Immigrant Counselor for Refugee and Immigrant Services with Catholic Charities CYO (CCCYO), explained that the organization provides direct immigration legal services for victims of violent crimes, advocacy and education to immigrant communities about domestic violence. In order to provide the wide range of services to the community, Catholic Charities works in collaboration with a variety of providers such as WOMAN, Inc., Resolve to Stop the Violence (RSVP), Bay Area Legal Aid, The Riley Center, La Casa de las Madres, Cooperative Restraining Order Clinic, and Victim Services of the District Attorney's Office.

Many victims of violent crimes are not aware of the legal services provided to immigrants and immigrants are often reluctant to seek assistance. Catholic Charities provides immigration legal services in the following areas:

- Relief under the Violence Against Women Act
- Relief under the Victims of Trafficking and Violence Prevention Act (e.g., U Visas)
- Asylum for domestic violence survivors
- Social services in Spanish.

CCCYO services are accessible the following ways:

- Workshops held on the first Monday of every month for new clients
- Training of Victim Services staff, social workers, case managers, and therapist, to help identify potential clients
- Intake and assessment of new clients
- Representatives from the District Attorney's office, Bay Area Legal Aid, and the RSVP program to assist in the legal process

To date CCCYO has been able to help 130 women obtain U Visas. Currently there are 20 clients being served.

Deana Otero with Catholic Charities explained that the perception of victims of domestic violence has changed in the Catholic Church. Women who once believed they had to stay in an abusive marriage because they where married in the Catholic Church should know that the Catholic Church now supports them leaving an abusive relationship. Ms. Otero reported that many women felt that they could once again take the sacrament of the holy bread once they knew they were supported by the Catholic Church.

### B. Hepatitis B Outreach

Ted Fang with the AsianWeek Foundation explained that Hepatitis B is a disease that is carried and passed by women during childbirth and many Asian Americans are affected by this disease. Hep B is the main cause of liver cancer for Asians, and 80% of liver cancer is caused by Hep B. There is now a vaccination to prevent Hepatitis B which is why the AsianWeek Foundation has launched a Hepatitis B Free Public Education Campaign, chaired by Assemblywomen Fiona Ma who is herself a carrier of Hepatitis B. Assemblywomen Ma currently has a bill before the legislation to support 2 pilot programs to provide outreach and education about the virus. Currently there are two screenings a month on weekends to test people for Hepatitis B. The Foundation also hopes to work with hospitals in San Francisco to provide testing to non-patients. Mr. Fang reported that the Mayor has the ambitious goal of having San Francisco become a model city for educating citizens about Hepatitis B as well as getting people tested.

## C. Overview of Childcare Investment and Resources in San Francisco

### 1. San Francisco Childcare Planning Council Needs Assessment

Michelle M. Rutherford, Program Manger of Child Care Policy and Planning with the Human Services Agency, provided an overview of child care capacity in San Francisco. Ms. Rutherford reported that San Francisco is relatively well supplied with licensed care, but needs remain for infant/toddler care. There is also an increasing demand for preschool slots due to the Preschool for All Initiative. Currently there are 302 childcare centers which equals to 18,117 spaces, of which 47 licenses are for infants & toddler care, 243 licenses for preschool care, and 87 licenses for school age care.

In an effort to increase capacity San Francisco has achieved the following:

- Since 1998, increased the licensed center capacity from 16,083 to 18,117
- Increased infant care capacity from 573 to 783.
- Through the public/private partnership of the Facilities Fund, built and expanded over 17 centers throughout the city.
- Since 1998, expanded the number of family childcare centers from 484 to 709
- Increased subsidies despite a decline in child population.

There is subsidized care that falls in three basic types:

- Federal/State direct contract slots in childcare centers
- Family childcare center networks
- Vouchers administered by the Children's Council and Wu Yee Children's Services.
-

Eligibility for subsidized assistance varies by program. Usually clients must either be low-income or in a work or training program. CalWORKs entitlements are available 24 months post-aid and thereafter if in care during the 24th month of assistance. Other families apply to Headstart or to the Centralized Eligibility List (CEL).

Currently San Francisco child care subsidy expenditures are as follows:

- $110.9 million towards federal/state program (including $30 million (CalWORKs)
- $11.6 million for Headstart
- $ 9.3 million in local subsidies (e.g., low-income working families, Homeless and Family and Children Services

Other Investments totaling more than $35 million include the following:

- Preschool for All ($9.9 mil)
- WAGES+ and CARES ($7 mil.)
- Mental Health/Health ($4.5 mil.)
- Facilities Fund and Quality Improvement grants ($4.4 mil.)
- Quality Assessments and grants, technical assistance
- Infant/toddler sustaining grants
- Inclusion technical assistance training and technical support
- Professional development, training, provider support.

### 2. Children's Council of San Francisco Resources

Phyllis Mason with the Children's Council of San Francisco explained that the organization provides free information to families seeking childcare. This includes providing evening workshops to assist parents in choosing child care, referrals for financial assistance for paying for childcare, and advocating for child care.

There is a Child Care Subsidy Program that helps parents pay for the child care services of their choice. Limited funds are available for:

- Parents in transition from welfare to work or employed in low-income jobs
- Foster parents and guardians
- Teen pares, homeless families, and parents with other special circumstances

Ms. Mason explained that the Children's Council manages the San Francisco Centralized Eligibility List (CEL) which gives families access to many subsidized child care programs through one application. CEL determines which families should be served first based on factors such as income, family size, and other needs as spaces become available. CEL recipients must be low-income and meet one of the following needs: working, looking for work, attending school or training, homeless, medically incapacitated, receiving Child Protective Services, or seeking part-time preschool. The Children's Council works with closely with the Human Services Agency Child Care Policy and Planning Department..

### D. Commission Meeting Agenda

In order to provide all Commissioners an opportunity to give input into how Commission meetings are run, Vice President Marks requested that each Commissioner think of how they would like to see the agenda for the meetings developed and organized and what goals they would like to see accomplished.

President Munter suggested that each Commissioner contact Commissioner Marks with suggestions or comments for agenda items or ideas which will then be forwarded to the Department for inclusion into a draft agenda. Once an agenda is drafted, a conference call can be held with the President, Vice President and Department staff to go over final revisions. Policy Analyst Ann Lehman volunteered to work with the Commission and Department to discuss agenda development and the need to develop descriptions of the roles of the Commissioners.

## VII. REPORTS

### A. Health

Commissioner Marks continues to work with the Health Access Plan, now known as Health San Francisco, Advisory Committee. There will be a soft launch beginning July 1, starting with 2 clinics in the Chinatown area. Healthy San Francisco is working on a marketing plan to get out information to the constituents of San Francisco.
*No public comment.*

### B. Justice & Courage

Dr. Emily Murase reported that the Domestic Violence Response Cross-Training Institute has held 3 training sessions with representatives from the following agencies: Adult Probation, District Attorney, Emergency Management (911), Police, and Sheriff. She thanked Administrative Analyst Laura Marshall for her logistical support for the Institute.

Dr. Murase announced that there will be a Justice and Courage community meeting on Wednesday, May 30 from 3 - 6 pm at the Women's Building to discuss the Safety Audit and solicit input from the community. The Department is in the process of evaluating candidates for the Senior Policy Analyst for Domestic Violence Programs and Policies.
*No public comment.*

### C. Violence Against Women Prevention and Intervention (VAW) Grants Program

Dr. Murase was pleased to announce that all contracts for FY07-08 have been completed and are ready for signatures from the grantee Executive Directors and the City Attorney. She recognized Acting Grants Administrator Carol Sacco for her dedicated efforts on completing the contracts in a timely manner.

Dr. Murase reported that the Family Violence Council legislation is ready to go before the Board of Supervisors. The Department was waiting to hear from the Mayor's Office and Supervisor Sophie Maxwell to schedule a press conference about the introduction of the legislation.

*No public comment.*

### D. Girls Committee

Dr. Murase reported that the Girls Committee met on May 7 and continued their discussion of updating information on the *2003 Girls Report*. Committee members are in the midst of final exams and for that reason the GIRLFest Youth Steering Committee has taken a month hiatus. The next Girls Committee meeting will be held in June.
*No public comment.*

### E. CEDAW Committee

Dr. Murase reported the Department is waiting to receive the report from the Women's Institute for Leadership Development for Human Rights (WILD) on San Francisco's implementation of CEDAW. Dr. Murase announced that she will be participating in the Northern California CEDAW Summit on June 30 in San Jose and encouraged interested Commissioners to attend..
*No public comment.*

## VIII. PUBLIC COMMENT

Vice President Marks announced that she has been in contact with Prof. Emanuel Pastreich from a university in Korea who is interested in organizing a student/academic exchange.

Dr. Murase explained that this type of program would require significant staff time, so the Department must review carefully the proposal to take on a project of this magnitude.

## IX. ADJOURNMENT

**Motion to adjourn. m/s/c (Marks/Lee/ Unanimous)**
The meeting was adjourned at 5:50 pm.

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City and County of San Francisco
Commission on the Status of Women
*Mayor Gavin Newsom*

KATHERINE MUNTER
President

ANDREA EVANS
Commissioner

DORKA KEEHN
Commissioner

JING XU LEE
Commissioner

CAROLENE MARKS
Commissioner

ANDREA SHORTER
Commissioner

*EMILY MURASE, PhD*
*Executive Director*

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# COMMISSION MEETING AGENDA

**Wednesday, June 27, 2007**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

**Roster:**

| | |
|---|---|
| *Vice President Katherine Munter* | *Commissioner Jing Xu Lee* |
| *Commissioner Andrea Evans* | *Commissioner Carolene Marks* |
| *Commissioner Dorka Keehn* | *Commissioner Andrea Shorter* |

*Total Estimated Meeting Time: 105 minutes*

**I. CALL TO ORDER/ AGENDA CHANGES** — **DISCUSSION/ACTION** — *3 min.*
- Remarks by President

**II. APPROVAL OF MINUTES** — **DISCUSSION/ACTION** — *1 min.*
Explanatory document – Draft Minutes from May 23, 2007.
***Action: To approve draft minutes from May 23, 2007.***

**III. EXECUTIVE DIRECTOR'S REPORT** — **DISCUSSION** — *5 min.*

**A. Executive Director's Report** — **Executive Director Murase**
Explanatory document – The Executive Director's Report discusses the work of the Department along the 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services principles.

**B. Violence Against Women (VAW) Grants Program - Lavender Youth Recreation and Information Center** — *10 min.*

**IV. CONSENT AGENDA** — **DISCUSSION/ACTION** — *10 min.*
*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*
***Action: To approve the Consent Agenda.***

A. Resolution Recognizing Frances Stevens during Pride Month for her Work Promoting Lesbian Visibility in the Media
B. Resolution Honoring Asian Perinatal Advocates on the Occasion of its 20th Anniversary
C. Resolution Honoring the Hong Kong Economic and Trade Office of San Francisco on the Occasion of the 10th Anniversary of the Establishment of the Hong Kong Special Administrative Region

## V. OLD BUSINESS — DISCUSSION/ACTION

**A. GIRLFeST Update** — **Kathy Xian & Jessmaya Morales** — *10 min.*
Kathy Xian & Jessmaya Morales will provide an update on GIRLFeST Bay Area.

## VI. NEW BUSINESS

**A. Childhood Matters Inc.** — **Rona Renner, RN** — *10 min.*
Rona Renner, RN, will provide on overview of The Childhood Matters talk show on 98.1 KISS-FM.

**B. Juvenile Probation Department Update** — **Chief William Siffermann** — *25 min.*
Chief William P. Siffermann, head of the Juvenile Probation Department, will provide an update on the implementation of CEDAW in that department.

**C. YWCA - Come into the Sun** — **Judy Case Di Pasquale** — *15 min.*
Judy Case Di Pasquale, Executive Director, will provide an overview of the services the YWCA-Come into the Sun programs provide.

## VII. REPORTS — DISCUSSION/ACTION

| | | | |
|---|---|---|---|
| **A.** | **Health** | **Commissioner Marks** | *2 min.* |
| **B.** | **Justice & Courage** | **Commissioner Keehn** | *2 min.* |
| **C.** | **Violence Against Women Prevention and Intervention Grants Program** | **President Munter** | *2 min.* |
| **D.** | **Family Violence Council** | **Commissioner Evans** | *2 min.* |
| **E.** | **Girls Committee** | **Commissioner Shorter** | *2 min.* |

## VIII. PUBLIC COMMENT — DISCUSSION — 5 *min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## IX. ADJOURNMENT — ACTION — *1 min.*

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City and County of San Francisco

**Commission on the Status of Women**

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***EMILY MURASE, PhD***
***Executive Director***

# COMMISSION MEETING MINUTES

**Wednesday, June 27, 2007**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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| **Members Present** | **Staff Present** |
|---|---|
| Commissioner Andrea Evans | Executive Director Emily Murase, Ph.D. |
| Commissioner Dorka Keehn | Policy Analyst Kim-Shree Maufas |
| Commissioner Jing Xu Lee | Policy Analyst Carol Sacco |
| Vice President Carolene Marks | Commission Secretary Cynthia Vasquez |
| President Katherine Munter | Administrative Analyst Laura Marshall |
| Commissioner Andrea Shorter | |

## I. CALL TO ORDER/AGENDA CHANGES

President Munter welcomed everyone present and called the meeting to order.

**Action: Approved amended agenda.** m/s/c **(Marks/Evans/Unanimous).**

*No public comment.*

## II. APPROVAL OF MINUTES

**Action: Approved draft minutes from May 23, 2007. m/s/c/ (Evans/Marks/Unanimous).**

*No public comment.*

## III. EXECUTIVE DIRECTOR'S REPORT DISCUSSION

### A. Executive Director's Report

In the interest of time, Dr. Murase directed Commissioners to her written report. Dr. Murase did announce that the Mayor's recommended budget had no cuts for the Department, and will go before the Budget and Finance Committee on June 28. Dr. Murase also reported that the Department received over 40 calls after she made a brief appearance on KIQI 1010 AM with radio personality Marcos Gutierrez to give an overview of the referral services offered by the Department. Dr. Murase was pleased to announce that Commissioner Marks and Commissioner Shorter participated in the 2007 Gay Pride Parade.

### B. Violence Against Women (VAW) Partner Agency Profile – Lavender Youth Recreation and Information Center (LYRIC)

Beatrice, Shanice, Sally, Berkeley, and Bo, all student participants of Project Voice Over, explained that this project gave youth the opportunity to write, record, and produce short films on a variety of topics. They were trained by San Francisco Women Against Rape (SFWAR), Community United Against Violence (CUAV), 3rd Majority World, and LYRIC staff on institutional violence, relationship violence, and media injustice which they incorporated into their films. Each youth participated in this 3-month project working on storyboards and scripts, production procedures, and post-production (i.e., critiquing and editing). The youth incorporated their personal experiences into what they learned. The presenters reported that they were able to gain such skills as accountability, work etiquette, teamwork, communication skills, and technical skills they feel will help them in the future. This project will be used to educate other youth who are lesbian, gay, bisexual, transgender, or queer/questioning (LGBTQQ).

## IV. CONSENT AGENDA

***All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.***

**Action: To approve the Consent Agenda. m/s/c (Evans/Marks/Unanimous)**

**A.** Resolution Recognizing Frances Stevens during Pride Month for her Work Promoting Lesbian Visibility in the Media.
**B.** Resolution Honoring Asian Perinatal Advocates on the Occasion of its 20th Anniversary.
**C.** Resolution Honoring the Hong Kong Economic and Trade Office of San Francisco on the Occasion of the 10th Anniversary of the Establishment of the Hong Kong Special Administration Region.
**D.** Resolution Recognizing the Dedicated Service of Civil Service Commission Executive Officer Kate Favetti.

Commissioner Shorter announced how glad she was to honor Frances Stevens' accomplishments, leadership, and entrepreneurship in developing Curve, a national magazine for lesbians. Ms. Stevens thanked the Commission for the recognition.

Ms. Kate Favetti, retiring Executive Officer of the Civil Service Commission, thanked the Commission for the resolution recognizing her 36 years of service with the City and County of San Francisco. She explained that when she first came to work for the City and County, women were not well represented in City employment, and that, now, women occupy executive positions in much greater numbers than before.

## V. OLD BUSINESS

### A. GIRLFeST Update

Kathy Xian with GIRLFeSt thanked the Department and the Girls Committee for their continued support. GIRLFeST, scheduled for July 19 - 22, will feature workshops, health education, concerts, films, music, art, spoken word and dance performances. GIRLFeST is working in collaboration with the following agencies:

- Department on the Status of Women
- SFWAR
- Health Initiatives for Youth
- The LGBT Community Center
- UCSF National Center of Excellence in Women's Health
- Wold Savvy
- The Center for Young Women's Development
- Nursha Productions
- Project Survive, CCSF
- Instituto Familiar de la Raza
- Production Logic

Baylee De Castro with the UCSF Center of Excellence in Women's Health (UCSF) reported that she is working to bring a key health component to the GIRLFeSt activities. She expressed enthusiasm for working with the Commission's Girls Committee and the GIRLFeST Youth Steering Committee. UCSF anticipates 200 participants for the Health Conference.

As part of GIRLFest, the Department will hold a Girls and Media Literacy workshop on Saturday, June 21st at Sanchez Elementary School, in collaboration with About Face. The workshop will focus on the media's influence on young women and highlight media literacy issues.
*No public comment.*

## VI. NEW BUSINESS

### A. Childhood Matters Inc.

Rona Renner, RN radio host of Childhood Matters on 98.1 KISS-FM on Sunday mornings from 9-10 am explained that Childhood Matters, Inc. and Nuestros Ninos offer parenting information, inspiration, and advice to parents, childcare provides, and all who care for children. Parents and caretakers hear expert and culturally relevant advice. Topics include:

- child development
- positive discipline
- temperament differences
- yelling less and enjoying more
- post-partum ups and downs
- health issues
- single parenting
- school readiness
- cultural differences in parenting
- fatherhood
- divorce
- stress.

Ms. Renner welcomed the Commissioners input on upcoming topics and any suggestions for possible guest for her show. Commissioner Evans reported that she has listened to the program and has called in to participate in the show. She was pleased find that the show covers a variety of issues parents face when raising children and has found the programs very helpful in her own life. Commissioner Evans explained that she is receives upcoming show topics on a weekly basis via e-mail. Commissioner Evans thanked Ms. Renner for the services the show provides to parents not only in San Francisco but throughout the Bay Area. Childhood Matters, Inc. will hold its annual gala in early November and will provide details, as they become available.

### B. Juvenile Probation Department Update

Chief William Sifferman, head of the Juvenile Probation Department (JPD), thanked the Commission for its guidance and commitment to ensure services to young girls in the justice system in San Francisco. Currently the JPD recently resurrected the Girls Unit which had disbanded due to lack of funding. Chief Sifferman explained that Chicago has implemented "Project Renew," a nationally recognized program which has developed a blue print for providing gender specific services. Chief Sifferman hopes to have the Girls Unit up and running by the fall. Chief Sifferman invited Commissioners to attend a meeting with members of the Chicago Juvenile Probation Department on July 16th at City Hall in Room 201.

For FY07-08, there will be 3 new Probation Officers dedicated to the Girls Unit. He also emphasized the importance of providing gender specific training to JPD staff to ensure that the needs of girls are met. Currently, the JPD has 2 senior staff members who are women, Nancy Yalon and Allison Magee, and Toni Powell is currently director of Log Cabin Ranch.

In terms of supportive services, there is a commitment by Walden House to dedicate 10 beds for young women to facilitate a treatment plan after they leave the juvenile justice system. Regarding young mothers involved in the system, the Center for Young Women's Development established the "Bill of Rights for Incarcerated Mothers" and, in May, held a press conference to review and re-emphasize the importance of the "Bill of Rights".

Recently the JPD arranged a staff development exercise, bringing together women in city leadership and the executive staff of the JPD to discuss collaborations within and across departments and agencies. Thanks to a grant from the Zellerbach Family Foundation, the JPD hopes to have additional meetings to bring together different leaders and innovative ways to improve the JPD and provide gender specific services.

Commissioner Shorter thanked Chief Sifferman for his dedication to the implementation of CEDAW, stating that it is great to know that San Francisco is the first city to implement CEDAW especially in such a large department as the JPD. Dr. Murase emphasized the importance of collaborations by service provides and the JPD to ensure that girls in the Juvenile Justice system receive the assistance and guidance they need.

### C. YWCA - Come into the Sun

Newly hired Executive Director Judy Case Di Pasquale reported that the Come into the Sun Program (CITS) of the YWCA provides services to girls and young women, 11-18 years of age, who are caught up in the juvenile justice system or who are considered "at risk". CITS services include:

- mentoring
- tutoring
- counseling services
- case management
- aftercare for teens that are released from the juvenile justice system.

Ms. Di Pasquale reported that, annually, they serve over 40 girls. Currently CITS is in its 3rd year of funding from MOCJ. She hopes to reenergize the mentorship program and encouraged Commissioners to become mentors. She added that she hopes to learn of the variety of services specifically for girls and young women and would like to work strategically with other organizations and the Department to provide services to this specific population.

Ms. Di Pasquale further hopes to work with the Commission because she was previously a Commissioner on the San Diego Commission on the Status of Women.

*No Public Comment.*

## VII. REPORTS

### A. Health

Commissioner Carolene Marks continues to work with the Healthy San Francisco Advisory Committee. There will be a soft launch of the city-wide health access program beginning July 2, starting with 2 clinics in the Chinatown. Commissioner Marks also reported that she is waiting to secure a keynote speaker before setting a date for the fall African American Breast Cancer Town Hall meeting. Commissioner Marks thanked Policy Analyst Kim-Shree Maufas for her work and dedication to help plan the town hall meeting.

*No public comment.*

### B. Justice & Courage

Dr. Murase reported there was a Justice and Courage retreat on June 26. With about 20 attendees, the meeting was a successful brainstorming session to develop a strategic plan for the next 3 years. She also reported that the Domestic Violence Response Cross-Training Institute has trained 105 representatives from the following agencies: Adult Probation, District Attorney, Emergency Management (911), Police, and Sheriff. The training has demonstrated the importance of facilitating collaborations across agencies.

### C. Violence Against Women Prevention and Intervention (VAW) Grants Program

Dr. Murase was pleased to announce that all contracts for FY07-08 have been completed and signed. She thanked Acting Grants Administrator Carol Sacco for her dedicated efforts on completing the contracts. She further reported that, as the fiscal year ends, the agencies have until Friday, June 29 to spend their appropriated funds. The Department plans to receive an update from Lisa Korwin on the Needs Assessment at the September Commission meeting.

*No public comment.*

### D. Family Violence Council

Dr. Murase reported that the Family Violence Council legislation is being amended to include the Human Services Agency as a partner. Once the Legislation is amended, it will be reintroduced to the Board of Supervisors. Dr. Murase thanked Administrative Analyst Laura Marshall for her work supporting the Family Violence Council.

*No public comment.*

### E. Girls Committee

Commissioner Shorter reported that the Girls Committee has been very actively preparing for GIRLFeST. Committee members have agreed to volunteer when and where possible.

Partnering with the Marin Institute, Girls Committee Members Melissa Padilla and Eileen Li will be participating in an Anti-"Girlie" Drinks rally on July 18th at the State Building to speak out on "Alcopops," alcoholic beverages with labeling that mimics that of soda and energy drinks. The Girls Committee has drafted a resolution commending legislation AB 346 "The Alcopops Warning Label Bill."

Commissioner Maufas attended the LYRIC Unchained Queer Youth Conference and Young Women's Health Fair on June 16th where she recruited for the Girls Committee.
*No public comment.*

## VIII. PUBLIC COMMENT

Emberly Cross thanked the Department for its leadership on the Domestic Violence Response Cross Training Institute, stating it has been a great experience working with all the involved agencies. Ms. Cross acknowledged Administrative Analyst Laura Marshall for her work supporting the Institute.

Beverly Upton with the Domestic Violence Consortium (DVC) commended the work of the Family Violence Council and the Department on the Family Violence Council Legislation and reported that the press conference with the Mayor, District Attorney Kamala Harris, and Supervisor Sophie Maxwell was highly successful.

Ms. Upton informed the Commission that the DVC and the agencies funded by the Department will be requesting $515,000 in addback funds from the Board of Supervisors, with a portion going to support the Department.

## IX. ADJOURNMENT

**Motion to adjourn. m/s/c (Marks/Evans/ Unanimous)**
The meeting was adjourned at 7:20 pm.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

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**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

## COMMISSION MEETING AGENDA

**Friday, July 20, 2007**
**8:30 AM - 4:30 PM**
**The California Endowment**
**101 Second Street, 24th Floor, Bay Room**
**San Francisco, CA 94105**

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**Roster:**
*Vice President Katherine Munter*
*Commissioner Andrea Evans*
*Commissioner Dorka Keehn*
*Commissioner Jing Xu Lee*
*Commissioner Carolene Marks*
*Commissioner Andrea Shorter*

***Total Estimated Meeting Time: 8 Hours***

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OVERALL GOAL: Creation of the outline for a strategic work plan and development of goals for each program area (working committee) for FY08

**8:30-9:00** **Arrivals and Continental Breakfast**

**I. WELCOME** **DISCUSSION**
**9:00-9:10** **Welcome/Introductions** *President Munter and Executive Director Murase*

Welcome the commissioners and public attendees; provide brief history of how this planning day came into existence, introduction of facilitator Diane J. Johnson, Ph.D., President, Mmapeu Management Consulting.

**II. 9:10-9:25** **Agenda Review, Goals & Objectives** *Diane J. Johnson, Ph.D.*

Dr. Johnson asks all Commissioners and attendees to introduce themselves, identify their length of service on COSW and the organizations they are affiliated with. We will also review of goals and objectives and agenda review (Group agreements will be posted since they were distributed prior to meeting)

**Goals & Objectives:**

- Opportunity for COSW to identify priority areas they will work on during the next fiscal year; identify how COSW will further engage in getting critical goals accomplished during the next fiscal year
- Opportunity for the Commission to reflect on their work and assess their roles as advocates, programmatic advisors and facilitators of the success of the COSW and the DSOW
- Have an effective and productive day

**III. 9:25 – 10:05** **Readiness for Action – Diane J. Johnson**

Facilitated discussion on what contributes towards making the COSW more effective in their work; what factors create barriers for Commissioners to actively participate and implement COSW business

The following questions will be discussed in pairs:

- What are you most excited about/ interested in contributing to COSW and the work of DOSW?
- Brainstorm elements that assist the Commissioners to participate effectively?
- What serves as a barrier? What resources (social capital, financial, content info, etc.) are needed?

The large group will discuss their responses.

**IV. 10:05 – 10:50 Board Reflections & Gearing Up to Work**
Review responses from Self Evaluation survey. Discuss implications of results and how it informs goals and priorities for next year's work. Articulate expectations and organizational principles of both COSW and DOSW, i.e., what will be the norm around communication (what's the normal amount of time for a response from one another? How does staff support the Commissioners? How will Commissioners express their responses to program work, etc.?

**10:50- 11:00 BREAK**

**V. 11:00 – Noon CEDAW & Working Committees** *Commissioners*
Discussion of the connection points between CEDAW and the five working committees of the Commission. What should the priorities be for next year's work?

**Noon – 1:00 WORKING LUNCH**

**VI. Poster Sessions** *Commissioners*
Each program area of the Commission will have prepared a poster session representing the achievements of the Department. Each poster will articulate:

- Constituencies served, # impacted
- Goals achieved
- Geographic (neighborhood/district served)
- Resources utilized
- Collaborations and/or partners
- Media coverage

**VII. 1:00 – 3:00 Program Prioritization & Planning (Small Group Work)**
Given the successes and the challenges of DOSW, and the priorities related to CEDAW ----what should the programmatic priorities be for the Commission for the next fiscal year?

What are specific goals for each Working Committee?
What action items will need to be accomplished?
What resources will be needed?
Within what timeframe will goals be accomplished?

**2:30 – 2:40 BREAK**

*Each small group will design an initial outline of the work for their respective Committee; write up their goals, etc. on newsprint (large poster board).*

*We will then have a Gallery Walk (reading the responses of all five committees), ask clarifying questions and making comments on the workplans*

**VIII. 3:00 - 3:30 Setting Preferences**

Commissioners and staff will identify preferences for each committees identified goals (using sticky dots) individuals will "vote" on which goals and action items reflect the most critical work of the COSW & DOSW for the next year

**IX. 3:30 – 4:00 Next Steps**

Identification of immediate next steps for DOSW staff and COSW. Will also discuss next steps to plan for activities related to public relations and marketing and agenda development

**X. 4:00 – 4:30 Close and Evaluation of Meeting**

**XI. PUBLIC COMMENT DISCUSSION**

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

**XII. ADJOURNMENT ACTION**

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City and County of San Francisco
Commission on the Status of Women
*Mayor Gavin Newsom*

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President

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Commissioner

ANDREA SHORTER
Commissioner

*EMILY MURASE, PhD*
*Executive Director*

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# COMMISSION MEETING MINUTES

**Friday, July 20, 2007**
**8:30 AM - 4:30 PM**
**The California Endowment**
**101 Second Street, 24th Floor, Bay Room**
**San Francisco, CA 94105**

**Members Present**

| | |
|---|---|
| *President Katherine Munter* | *Commissioner Jing Xu Lee* |
| *Commissioner Andrea Evans* | *Commissioner Carolene Marks* |
| *Commissioner Dorka Keehn* | *Commissioner Andrea Shorter* |

**Staff Present**

| | |
|---|---|
| *Executive Director Emily Murase, Ph.D.* | *Policy Analyst Carol Sacco* |
| *Policy Analyst Ann Lehman* | *Policy Analyst Jill Tregor* |
| *Administrative Analyst Laura Marshall* | *Commission Secretary Cynthia Vasquez* |
| *Policy Analyst Kim-Shree Maufas* | |

## I. Welcome

President Munter called the meeting to order at 8:30 am. She welcomed the Commissioners and public attendees and provide a brief overview of the day's goals and activities. Executive Director Murase introduced the retreat facilitator Diane J. Johnson, Ph.D., President, Mmapeu Management Consulting.

## II. Agenda Review, Goals & Objectives

Dr. Johnson asked all Commissioners and attendees to introduce themselves, reviewed overall goals and objectives for the day and reviewed the agenda.

Goals & Objectives were determined to be as follows:

- Opportunity for the Commission to identify the Commission areas to work on during the next fiscal year; identify how the Commission will further engage in getting critical goals accomplished during the next fiscal year.
- Opportunity for the Commissioners to reflect on their work and assess their roles as advocates, programmatic advisors, and facilitators of the success of the Commission and the Department.
- Have an effective and productive day.

## III. Readiness for Action

Dr. Johnson facilitated a discussion on what contributes towards making the COSW more effective in its work; what factors create barriers for Commissioners to actively participate and implement COSW business.

Suggestions included the following:

- Alternating the committee reports section to appear towards the beginning and the end of the agenda. Having reports appear towards the beginning will facilitate dissemination of the Commission's committee work.
- Eliminating the Partner Agency Report from the agenda and, instead, inviting agencies to themed meetings where their work is directly related to the theme of the meeting.

## IV. Board Reflections & Gearing Up to Work

President Munter reviewed the responses from the self evaluation survey. Commissioners discussed ways in which they could better communicate with each other and the Department so that efforts can be better coordinated.

## V. Friends of the Commission

Adrienne Pon, Vice President of the Friends of the Commission, provided an update on the planning of the Commission's 30th Anniversary Luncheon. Commissioners urged that the event be postponed from the initially scheduled August 16 date to later in the fall in order to allow for additional planning. Commissioners also suggested that event planners be engaged for the luncheon. Ms. Pon thanked Commissioners for their feedback and stated that she would forward this feedback to the Friends Board of Directors.

## VI. Poster Sessions

Staff members presented posters summarizing the FY06-07 achievements of the Department in the following areas:

- Justice & Courage Project - Jill Tregor
- United Nations Convention to Eliminate All Forms of Discrimination Against Women CEDAW) - Ann Lehman
- Violence Against Women Prevention & Intervention (VAW) Grants - Carol Sacco
- Budget & Staffing - Laura Marshall
- Girls & Health Issues - Dr. Murase for Kim-Shree Maufas

Commissioners acknowledged the dedicated efforts of staff to achieve concrete goals in each of these areas.

## VII. Prioritization & Planning

Discussion shifted to areas where the Commission and Department might consider expanding. Along with members of the public, Commissioners and staff brainstormed the following key areas that affect women:

1. Health
2. Language Access
3. Childcare
4. Public Housing
5. Economic Development
6. Media Literacy
7. Local Legislation on Housing Discrimination
8. Trafficking
9. Foster Care

In addition, there was interest in developing the following documents:

10. Report on Status of Women
11. Media Plan

## VIII. Setting Preferences

Given the very broad mission of the agency, Commissioners and staff developed the following criteria for determining which issues to pursue:

1. Need
2. Movement towards policy impact, legislative movement [how does DOSW/COSW impact the public policy?]
3. Staff capacity/expertise
4. Level of potential influence - how many players already working in area (small fish; big fish)
5. Strategic use of the budget process on specific program areas/need

## IX. Process

Commissioners and staff discussed ways in which the Commission should approach new issue areas:

1. Briefings from staff
2. Public hearings
3. Using criteria & data to determine next steps; follow-up on specific issue
4. Follow-through & assessment; what's the environment, context for work.

## X. Next Steps

Executive Director Murase stated that a Department work plan based on the day's prioritizations and discussion would be presented at the September Commission meeting, following full discussion by staff members who will evaluate their ability to pursue the goals of existing and new issue areas.

## XI. PUBLIC COMMENT

Beverly Upton, Executive Director of the Domestic Violence Consortium, expressed her appreciation to the Commission and the Department for their leadership on key issues affecting women. Jovida Guevarra-Ross, Executive Director of Communities United Against Violence, expressed her support for continuing to work closely with the Commission and the Department on these issues in a collaborative manner.

## XI. Close and Evaluation of Meeting

Dr. Johnson requested feedback on the day's activities and discussion. Commissioners expressed appreciation for the active participation by staff and members of the public in the day's proceedings. Executive Director Murase recognized, in particular, Commission Secretary Cynthia Vasquez for attending to the logistics of the meeting. Participants thanked Dr. Johnson for suggestion the venue for the meeting.

## XII. ADJOURNMENT ACTION

**Action: President Munter entertained a motion to adjourn the meeting. m/s/c (Shorter/Keehn/Unanimous).** The meeting adjourned at 4:30 pm.

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**City and County of San Francisco**

# Commission on the Status of Women

*Mayor Gavin Newsom*

KATHERINE MUNTER
President

CAROLENE MARKS
Vice President

ANDREA EVANS
Commissioner

KAY GULBENGAY
Commissioner

DORKA KEEHN
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JING XU LEE
Commissioner

ANDREA SHORTER
Commissioner

*EMILY MURASE, PhD*
*Executive Director*

## REVISED COMMISSION MEETING AGENDA

**Wednesday, August 15, 2007**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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**Roster:**
*President Katherine Munter*
*Vice President Carolene Marks*
*Commissioner Andrea Evans*
*Commissioner Kay Gulbengay*
*Commissioner Dorka Keehn*
*Commissioner Jing Xu Lee*
*Commissioner Andrea Shorter*

*Total Estimated Meeting Time: 1 hr 49 minutes*

### I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *3 min.*

Remarks by the Commission President; welcome of Commissioner Kay Gulbengay.
***Action: To approve the meeting agenda.***

### II. APPROVAL OF MINUTES — DISCUSSION/ACTION — *1 min.*

Explanatory document – Draft Minutes from June 27 and July 20, 2007.
***Action: To approve draft minutes from June 27, 2007.***
***Action: To approve draft minutes from July 20, 2007.***

### III. EXECUTIVE DIRECTOR'S REPORT — DISCUSSION — *5 min.*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document – The Executive Director's Report discusses the work of the Department along the 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services principles.

### IV. CONSENT AGENDA — DISCUSSION/ACTION — *10 min.*

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*
***Action: To approve the Consent Agenda.***

A. Resolution Recognizing the Women's Equality Day Parade
B. Resolution Recognizing the Asian Women's Resource Center Annual Benefit
C. Resolution Marking Women's Intercultural Network's 12 Years of Connecting Women's Voices
D. Resolution Recognizing the 5th Anniversary of Exhale, a Post-Abortion Counseling Talkline

## V. REPORTS — DISCUSSION/ACTION

| | | | |
|---|---|---|---|
| **A.** | **Health** | **Vice President Marks** | *2 min.* |
| **B.** | **Justice & Courage** | **Commissioner Keehn** | *2 min.* |
| **C.** | **Violence Against Women Prevention and Intervention Grants Program** | **President Munter** | *2 min.* |
| **D.** | **Family Violence Council** | **Commissioner Evans** | *2 min.* |
| **E.** | **Girls Committee** | **Commissioner Shorter** | *2 min.* |
| **F.** | **Language Access & Association of California Commissions for Women** | **Commissioner Lee** | *2 min.* |

## VI. OLD BUSINESS — DISCUSSION/ACTION

**A. Nominations of Officers for 2007-2008 — President Munter** *10 min.*
The Commission will nominate candidates for President and Vice President for 2007-2008. The election will take place at the September 26 Commission meeting.
***Action: To nominate candidates for President and Vice President for 2007-2008.***

**B. Girls Committee Update — Dawn Liu** *10 min.*
Dawn Liu, a member of the Girls Committee, will report on GiRLFeST, the Girls Services Directory, and other activities.

## VII. NEW BUSINESS — DISCUSSION/ACTION

**A. New Language Access Initiatives — Tomas Lee** *15 min.*
Tomas Lee, Executive Director of the City's new Office of Language Services under the General Services Administration, will discuss the mandate and key initiatives of the office.

**B. Women with Disabilities — Susan Mizner** *15 min.*
Susan Mizner, Executive Director of the Mayor's Office of Disability, will highlight key challenges experienced by women with disabilities.

**C. Disability Support Group — Patricia Berne** *10 min.*
Patricia Berne, member of the San Francisco Women Against Rape (SFWAR) Board of Directors will present information about a new support group for women and transgender survivors of sexual violence with disabilities.

**D. Themes for Commission Meetings — Vice President Marks** *10 min.*
Commissioners will brainstorm ideas for themes for upcoming meetings.

## VIII. PUBLIC COMMENT — DISCUSSION *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## IX. ADJOURNMENT — ACTION *1 min.*

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**COMMISSION MEETING MINUTES**
**Wednesday, August 15, 2007**
**5:00 pm**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

**Members Present**

| | |
|---|---|
| Commissioner Kay Gulbengay | Executive Director Emily Murase, Ph.D. |
| Commissioner Dorka Keehn (4:50) | Administrative Analyst Laura Marshall |
| Commissioner Jing Xu Lee | Policy Analyst Kim-Shree Maufas |
| Vice President Carolene Marks | Policy Analyst Carol Sacco |
| President Katherine Munter | Senior Policy Analyst Jill Tregor |
| Commissioner Andrea Shorter | Commission Secretary Cynthia Vasquez |

**Excused:** Commissioner Andrea Evans

## I. CALL TO ORDER/AGENDA CHANGES

President Munter called the meeting to order and welcomed newly appointed Commissioner Kay Gulbengay to her first meeting. President Munter reported that minutes from June 27 and July 20 will be approved at the September meeting.

**Action: Approved amended agenda. m/s/c/ (Marks/Gulbengay/Unanimous)**

*No public comment.*

## II. APPROVAL OF MINUTES

Minutes will be approved at the September 26 meeting.

## III. EXECUTIVE DIRECTORS REPORT DISCUSSION

### A. Executive Directors Report

Dr. Murase highlighted from her report that Administrative Analyst Laura Marshall attended a meeting hosted by Supervisor Alioto-Pier's office regarding the exotic dancer legislation. The meeting addressed concerns that arose as the planning group scrutinized the ordinance's enforcement mechanism. The legislation is currently being reviewed by the City Attorney's office.

Dr. Murase reported that the Friends are having a conference call on August 16 to discuss setting a new date for the Commission's 35th Anniversary Celebration luncheon. Commission Secretary Cynthia Vasquez is currently contacting event planners and requesting proposals. (The new event date is Wednesday, December 12)

Dr. Murase informed the Commission that City Administrator Ed Lee called a meeting of several agencies to discuss language access issues. The new Office of Language Services is exploring the creation of a team of language interpreters who would respond to emergency calls. The effort is in direct response to the Domestic Violence Safety and Accountability Audit's recommendation on language access.

Dr. Murase was pleased to announce that the Family Violence Council Legislation was approved by the Board of Supervisors on August 14. The Family Violence Council will have a launch date in early October.

## IV. CONSENT AGENDA

***All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.***
**Action: To approve the Consent Agenda. m/s/c (Shorter/Keehn/Unanimous)**

A. Resolution Recognizing the Women's Equality Day Parade.
B. Resolution Recognizing the Asian Women's Resource Center Annual Benefit.
C. Resolution Marking Women's Intercultural Network's 12 Years of Connecting Women's Voices.
D. Resolution Recognizing the 5th Anniversary of Exhale, a Post-Abortion Counseling Talkline.

Commissioner Marks requested adding Arleen Chow for her contribution to the Asian Women's Resource Center.

## V. REPORTS

### A. Health

Commissioner Marks reported that over 1,000 uninsured residents have been enrolled in Healthy San Francisco. Commissioner Marks and Policy Analyst Kim-Shree Maufas continue to work on the upcoming town hall meeting to address reducing breast cancer mortality rates of African American women in San Francisco, scheduled for October 4.
*No public comment.*

### B. Justice and Courage

Executive Director Murase reported that the Justice and Courage Oversight Panel is currently engaged in a strategic planning process to develop a 3-year plan. Commissioner Keehn, Executive Director Murase, Senior Policy Analyst Jill Tregor, and Beverly Upton met with Police Chief Heather Fong and other members of the Police Department (SFPD) regarding the rollout of JUSTIS, which at this point is a year past due. Commissioner Keehn suggested working with veteran staff of the SFPD to assist in moving along the implementation of JUSTIS. The Department also expressed its concern in regards to the staffing and location of the Domestic Violence Response Unit (DVRU). Executive Director Murase reported that the Department is in the process of setting up a meeting with the SFPD to further the JUSTIS program and request a timeline.

Commissioner Keehn reported that the Domestic Violence Cross-Training Institute has completed its training for this year. She stated how impressed she was with the trainer's participating in this project. She added that the Blue Shield of California Foundation was also enthusiastic with the completion of first session of the Institute.

Commissioner Shorter thanked Commissioner Keehn for her years of leadership with the Justice and Courage project, and thanked Department staff.
*No public comment.*

**C. Violence Against Women Prevention and Intervention (VAW) Grants Program**

The FY07-08 grant agreements have all been completed. Executive Director Murase reported that all agencies had spent their supplemental funds. The Department is currently working on contract amendments to reflect the 25% across-the-board increase, made possible by a Board of Supervisors addback, which was awarded to the agencies.

Lisa Korwin will present findings from the VAW Needs Assessment at the September Commission meeting.
*No public comment.*

**D. Family Violence Council**

The Board of Supervisors approved the first reading of the Family Violence Council (FVC) legislation on August 16 without controversy. Final adoption is expected in September. The first meeting of the FVC is scheduled for October 2 at City Hall.
*No public comment.*

**E. Girls Committee**

Commissioner Shorter thanked the Commissioners for their participation in the 2007 GIRLFeST Bay Area. Commissioner Shorter also requested that staff set up a meeting with the Girls Committee members and the Mayor, the District Attorney, and Assemblymember Fiona Ma.

The next Girls Committee meeting will be held on Tuesday, September 10 at City Hall in room 34.
*No public comment.*

**F. Language Access & Association of California Commissions for Women (ACCW)**

Commissioner Lee reported that, on August 3, the Commission hosted the ACCW for their quarterly meeting. Executive Director Murase attended the meeting as well and provided an overview of the work that is being done in San Francisco by the Department and Commission. Executive Director Murase also provided the group with a CEDAW training. Many members were impressed on how far along San Francisco has moved with CEDAW implementation and expressed how impressed they where to see such a strong relationship between the Commission and the City. The next meeting will be held in September in Santa Monica. Commissioner Lee anticipates she will participate.

Commissioner Lee expressed her willingness to work with the Language Access Task Force. However, at this point, the work of the task force has been completed. She will be in communication with Tomas Lee, the Executive Director of the City's new Office of Language Services to assist with language access. and represent the Commission as appropriate.
*No public comment.*

**VI. OLD BUSINESS**

**A. Nominations of Officers for 2007-2008**

**Action: To nominate Katherine Munter for President. m/s/c (Marks/ Keehn/Unanimous)**
**Action: To nominate Carolene Marks for Vice President. m/s/c (Shorter/Keehn/Unanimous)**

Elections will take place at the September Commission meeting.
*No public comment.*

**B. Girls Committee Update**

Eileen Li, a member of the Girls Committee, reported on the good learning experience she had working on GIRLFeST activities as a member of the GIRLFeST Bay Area Youth Steering Committee. The Girls

Committee members participated on every level in the festival. They assisted with compiling goodie bags, setting up rooms for the different workshops, giving opening remarks at the Friday and Saturday conferences, serving as guides to the variety or breakout groups, participating in the UCSF Health Summit and even enjoying the free concert at Dolores Park.

Ms. Li reported that the Girls Committee is currently working on the *Girls Services Directory*, which is near completion. When the Girls Committee reviewed the services provided to girls in San Francisco they found that there was not a centralized document that would included all services specifically for girls. In developing the directory, Committee members decided to include art, poetry and pictures to make the document lively as well as interesting to girls. Girls have done 90% of the artwork that will be included in the directory. Assemblymember Fiona Ma has generously agreed to print 5,000 copies of the Girls Services Directory in color at no charge to the Department once the state budget is approved. The Girls Committee plans to distribute the directories to high schools in the San Francisco Unified School District, private schools, agencies that work with young girls, and have copies available at the Department. Ms. Li reported that the Girls Committee is currently recruiting for the two vacant seats, with a focus on girls from the Lesbian, Gay, Bi-Sexual, Transgender, Queer and/or Questioning (LGBTQQ) and disabled communities. Recruitment materials for the Girls Committee is currently available in English and Spanish and the committee is looking to having it translated into Chinese. Commissioner Lee volunteered to review recruitment materials once they were translated into Chinese.

Commissioner Shorter was glad to see how far along the Girls Committee has come in its short time of being a Committee (the committee was launched in January). Committee members have been active in the community and have even appeared in the media. Commissioner Shorter acknowledged what a great asset the Girls Committee is to the City and County of San Francisco.

## VII. NEW BUSINESS

### A. New Language Access Initiatives

Tomas Lee, Executive Director of the City's new Office of Language Services under the General Services Administration, explained that the goal of his department is to work on implementing a city-wide language diversity and cultural competency plan. The budget for the Office of Language Services is $150,000 for FY07-08, which is for one Executive Director and two support staff.

As an initial step, 311 is rolling out a 3-month pilot program to provide departments direct access to the 311Customer Service Center's Language Line translation telephone service which supports over 140 languages.

Mr. Lee reported that the Office of Language Services is working with 10 key departments in providing translation services for their websites. They are currently working on getting the website system transformed so when changes are made to the page in English the changes will be made in all languages that the website is made available. Mr. Lee explained that in implementing this pilot program with the 10 identified departments, his office will determine whether this project can be handled by the City's Department of Telecommunications and Information Services (DTIS) or if it must be handled by an outside vendor. When changes are made to the websites, the identified vendor will be notified so that all pages will be updated within 24 hours.

In response to the Mayor's Executive Directive on Domestic Violence Response, the Office of Language Services is working with 5 agencies to identify gaps in language services for victims of domestic violence. They are also scheduled to meet with Partner Agencies to identify and discuss gaps in service they can identify since they have direct contact with the victims. The Office of Language Services is also working on the quality of translation services and the lack of availability of services during "off" hours.

The office is entertaining the possibility of having a pool of city personnel or certified translators or advocates for victims of domestic violence, or some combination, provide translation services or a possible combination.

Beverly Upton, Executive Director of the Domestic Violence Consortium, expressed her concern about advocates providing translation as they cannot represent the victim in court because of confidentiality issues. Ms. Upton suggested possibly having advocates train interpreters on sensitive approaches to domestic violence situations. There is a strong push by the community to continue discussing possible solutions with the Office of Language Services.

Mr. Lee announced that on Saturday, September 15th, his office will be holding an Immigrant Rights Summit, where Harry Bellafonte will be the keynote speaker. There will be workshops and information on city services available. Mr. Lee thanked the Department and Executive Director Murase for their participation.

Commissioner Lee expressed her willingness to work with Mr. Lee and the Community as this project moves along.

**B. Women with Disabilities**

Susan Mizner, Executive Director of the Mayor's Office of Disability, reported that there are 85,000 women in San Francisco with disabilities. On an average, women with non-severe disabilities will earn $1,200 a month in income whereas a woman with severe disabilities will earn $1,000 or less. Disabilities include sensory, mobility, developmental, acquired, and mental conditions. It is believed that 1 in 5 women has some form of disability.

On a national level in San Francisco, 62% of women with disabilities are victims of domestic violence. The factors that play a role in such a high percentage is that people with disabilities are considered asexual and that many women with disabilities cannot advocate for themselves. There is also the factor that law enforcement does not have adequate training to serve those with disabilities. They do not know the questions to ask to get the information they may need. Much of the violence occurs in institutions, which is hard to monitor as many are private facilities.

Ms. Mizner reports that women with disabilities have limited access to healthcare. It is reported that 1/3 of disabled women are being denied health care services. There are a large percentage of disabled women who do not receive routine check-ups, pelvic exams, and other basic healthcare. One basic factor is the lack of accessibility to services for disabled women. Many of the machines and exam tables are not designed for those with disabilities. Another factor is the lack of training or insensitivity of medical personnel when examining women with disabilities.

In working on the rollout of Healthy San Francisco, the Mayor's Office of Disabilities is working with providers to assist them in better serving people with disabilities. They held focus groups, checked facilities, and conducted surveys to assist with providing better access to healthcare and health facilities for those with disabilities. One crucial finding from their research is the importance of securing physical assess to services.

Currently, the Mayor's Office of Disabilities staffing is as follows:

- 1 staff person to provide planning and on-site review for city-funded projects
- 1 staff person to oversee implementing the American with Disabilities Act (ADA) translation services in city buildings (700 facilities)

- 1 staff person to work on training issues (e.g. training Executive Directors and staff in disaster awareness for those with disabilities)
- 1 staff person to provide technical assistance, and staff the Mayor's Disability Council
- 1 staff person to handle the ADA complaints, public requests, and referral services
- 1 staff person to provide administrative support.

Commissioner Shorter expressed how eye opening it has been to hear of the lack of services being provided to women who are disabled. Commissioner Marks expressed her concern with the lack of access to gynecological and mammogram services. She would like to work the Ms. Mizner and her office in addressing these concerns.

Commissioner Keehn thanked Ms. Mizner for her informative presentation and expressed her hope to further discuss the needs of women with disabilities when reviewing the Needs Assessment as it is clear that women with disabilities are an undeserved community.

### C. Disability Support Group

Patricia Berne, a member of the San Francisco Women Against Rape (SFWAR) Board of Directors, reported that SFWAR is launching "Our Bodies Give Voice": a support group for women and transgender survivors of sexual violence with disabilities. This support group is a free, confidential, 9-week long group that will offer survivors with disabilities a supportive place to share their experiences and listen to other survivors to begin the healing process. The group will provide free transportation and English as a Second Language (ESL) services for participants is set to begin on August 29.

SFWAR is piloting this program and investing resources in a service that is very much in need. The agency plans to outreach to isolated disabled communities, on the internet, and by going out into a variety of communities and letting them know about the group.

SFWAR is participating in the Department's Needs Assessment and hopes to help change approaches to disabilities.

Commissioner Gulbengay thanked Ms. Berne for her touching presentations and the services she was providing to the disabled community.

### D. Themes for Commission Meetings

Commissioner Marks requested input from Commissioner on what goals should be accomplished when developing Commission agendas. Commissioner Munter suggested postponing this topic until September when the Department is scheduled to report back to the Commission on the Strategic Plan and the Commission will hear the findings of the Needs Assessment.

Commissioners strongly agreed that a report on the status of women in San Francisco should be developed. Executive Director suggested having Anu Menon, the newly hired CEDAW Policy Analyst, work on this project.

## VIII. PUBLIC COMMENT

Silvia Johnson gave comments.

Beverly Upton, Executive Director of the Domestic Violence Consortium, expressed her concern with the Language Access plan to have city personnel respond to domestic violence calls that need translation services. It is possible that the person responding to provide the translation services knows the victim in another capacity, which could cause the victim to feel shameful of the situation. It could dramatically change the way victims report domestic violence. There are also court implications and safety concerns.

If a translator is questioned in court, it is possible that she/he will give her/his own account of the situation or episode, rather than actual testimony of what actually happened. It is also not known if the interpreter can be alerted ahead of time about the situation and if it is safe when responding to a domestic violence incident.

Commissioner Shorter expressed her concern about liability issues involved in having city personnel respond to domestic violence calls for translation services. It would be to the city's benefit to have trained interpreters available. She stated that because these efforts are a direct result of the Safety Audit, it is very important that has an effective and well thought out policy surrounding this topic.

Becki Masaki, Executive Director of the Asian Women's Shelter, thanked the Commissioners for their leadership. Ms. Masaki explained that the Community Advisory Committee is a national model for expertise in providing services to bilingual and bicultural individuals. Asian Women's Shelter trains its own staff to provide services to multicultural clients. Experts in the field of domestic violence could assist in the efforts to provide services in a variety of languages.

## IX. ADJOURN

**Motion to adjourn. m/s/c (Shorter/Marks/Unanimous).**
Meeting adjourned at 7:35 pm.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

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City and County of San Francisco

# Commission on the Status of Women

*Mayor Gavin Newsom*

**KATHERINE MUNTER**
President

**CAROLENE MARKS**
Vice President

**ANDREA EVANS**
Commissioner

**KAY GULBENGAY**
Commissioner

**DORKA KEEHN**
Commissioner

**JING XU LEE**
Commissioner

**ANDREA SHORTER**
Commissioner

***EMILY MURASE, PhD***
*Executive Director*

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## COMMISSION MEETING AGENDA

**Wednesday, September 26, 2007**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

**Roster:**
*President Katherine Munter*
*Vice President Carolene Marks*
*Commissioner Andrea Evans*
*Commissioner Kay Gulbengay*
*Commissioner Dorka Keehn*
*Commissioner Jing Xu Lee*
*Commissioner Andrea Shorter*

*Total Estimated Meeting Time: 2 hrs 1 minutes*

**I. CALL TO ORDER/ AGENDA CHANGES** — **DISCUSSION/ACTION** — *3 min.*

5

Remarks by President
***Action: To approve the meeting agenda.***

26/07

**II. APPROVAL OF MINUTES** — **DISCUSSION/ACTION** — *3 min.*

Explanatory document – Draft Minutes from June 27, July 20, and August 15, 2007.
***Action: To approve draft minutes from June 27, 2007.***
***Action: To approve draft minutes from July 20, 2007.***
***Action: To approve draft minutes from August 15, 2007.***

**III. EXECUTIVE DIRECTOR'S REPORT** — **DISCUSSION** — *5 min.*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document – The Executive Director's Report discusses the work of the Department along the 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services principles.

**IV. CONSENT AGENDA** — **DISCUSSION/ACTION** — *5 min.*

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*
***Action: To approve the Consent Agenda.***

- **A.** Resolution Recognizing Coleman Advocates on the Occasion of its 30th Anniversary
- **B.** Resolution Honoring Elmy Bermejo on her Appointment to the State and Consumer Services Agency
- **C.** Resolution Congratulating Shalom Bayit on the Occasion of its 15th Anniversary
- **D.** Resolution Urging the United States Ratification of CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women)

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E. Violence Against Women Prevention and Intervention Grants FY07-08 Allocations

| | | | |
|---|---|---|---|
| **V.** | **REPORTS** | **DISCUSSION/ACTION** | |
| **A.** | **Health** | **Vice President Marks** | *2 min.* |
| **B.** | **Justice & Courage** | **Commissioner Keehn** | *2 min.* |
| **C.** | **Violence Against Women Prevention and Intervention Grants Program** | **President Munter** | *2 min.* |
| **D.** | **Family Violence Council** | **Commissioner Evans** | *2 min.* |
| **E.** | **Girls Committee** | **Commissioner Shorter** | *2 min.* |
| **F.** | **Language Access** | **Commissioner Lee** | *2 min.* |
| **G.** | **CEDAW** | **Executive Director Murase** | *2 min.* |

## VI. NEW BUSINESS — DISCUSSION/ACTION

**A. Needs Assessment Presentation** — **Lisa Korwin** — *45 min.*

Lisa Korwin will report the findings of the Needs Assessment.
***Action: To approve the Needs Assessment Report.***

## VII. OLD BUSINESS — DISCUSSION/ACTION

**A. Election of Officers for 2007-2008** — **President Munter** — *10 min.*

The Commission will vote to elect the President and Vice President of the Commission for 2007-2008. At the August 15 Commission meeting, Commissioner Munter was nominated for President and Commissioner Marks was nominated for Vice President.
***Action: To elect the President and Vice President.***

**B. Strategic Plan Review** — **Executive Director Murase** — *20 min.*

Executive Director Murase will review the proposed 2007-2008 Strategic Plan.
***Action: To approve the 2007-2008 Strategic Plan.***

**C. Themes for Commission Meetings** — **Vice President Marks** — *10 min.*

Commissioners will determine ideas for themes for upcoming meetings.

## VIII. PUBLIC COMMENT — DISCUSSION — *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## IX. ADJOURNMENT — ACTION — *1 min.*

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***Executive Director***

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# COMMISSION MEETING MINUTES

**Wednesday, September 26, 2007**
**5:00 pm**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

## Members Present

Commissioner Andrea Evans
Commissioner Kay Gulbengay
Commissioner Dorka Keehn
Commissioner Jing Xu Lee
Vice President Carolene Marks
President Katherine Munter
Commissioner Andrea Shorter

Executive Director Emily Murase, Ph.D.
Senior Policy Analyst Ann Lehman
Administrative Analyst Laura Marshall
Policy Analyst Anu Menon
Policy Analyst Carol Sacco
Senior Policy Analyst Jill Tregor
Commission Secretary Cynthia Vasquez

## I. CALL TO ORDER/AGENDA CHANGES

President Munter called the meeting to order at 5:05 pm and welcomed all present.
**Action: Approved amended agenda. m/s/c/ (Marks/Evans/Unanimous)**
*No public comment.*

## II. APPROVAL OF MINUTES

**Action: Approved draft minutes from September 26, 2007. m/s/c/ (Gulbengay/Keehn/Unanimous).**
*No public comment.*

## III. EXECUTIVE DIRECTORS REPORT DISCUSSION

### A. Executive Directors Report

Dr. Murase referred Commissioners to her written report and highlighted the CEDAW Private Sector Initiative which has garnered the interest of Verite, an international human rights consultancy, and Calvert, a major mutual funds company that is known for socially responsible investing. CEDAW Policy Analyst Ann Lehman presented a case study from San Francisco at the UN Gender Equity Training held September 4 - 7, 2007 in Atlanta, Georgia for government officials from the Americas. Dr. Murase also noted that, on September 27, CEDAW Policy Analyst Kim-Shree Maufas, will be honored for her work with girls and young women by Oasis for Girls. Finally, Dr. Murase introduced newly hired CEDAW Policy Analyst Anu Menon to the Department.

## IV. CONSENT AGENDA

***All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.***

A. Resolution Recognizing Coleman Advocates on the Occasion of its 30th Anniversary
B. Resolution Honoring Elmy Bermejo on her Appointment to the State and Consumer Services Agency
C. Resolution Congratulating Shalom Bayit on the Occasion of its 15th Anniversary
D. Resolution Urging the United States Ratification of CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women)
E. Resolution Honoring Wu Yee Children's Services 30th Anniversary
F. Violence Against Women Prevention and Intervention Grants FY07-08 Allocations

**Action: To approve the Consent Agenda. m/s/c (Shorter/Munter/Unanimous)**

Linda Kalinowski, Co-Chair of Shalom Bayit's 15th Anniversary Celebration thanked the Commission for honoring the work of Shalom Bayit and supporting programs that help victims of domestic violence.

## V. REPORTS

### A. Health

Commissioner Marks reported that she continues to work with a variety of community partners on the October 4 town hall meeting to address the breast cancer mortality rates of African American women in San Francisco. She further reported that Healthy San Francisco is rolling out services to community health centers throughout the City. Commissioner Marks is also working with the Hepatitis B campaign to distribute informational materials at City College of San Francisco. Finally, she reported she had a conversation with Mitch Katz, Director of the Public Health Department, who did not think that the women's health coordinator position would be reinstated. He suggested that she meet with Deputy Health Director Barbara Garcia to continue the conversation.
*No public comment.*

### B. Justice and Courage

Commissioner Dorka Keehn reported that the Justice and Courage Governance Committee met to discuss and develop a proposal for recruiting new panel members. The next meeting will be held on October 3. The Justice and Courage Panel will be meeting with Judge Mary Morgan and Judge Cynthia Lee, Chief Jeanne Woodford and the District Attorney Kamala Harris to discuss the Domestic Violence Victim Safety and Accountability Audit and will update the Commission at the October meeting.

Commissioner Keehn reported that the Domestic Violence Response Unit (DVRU) has added 3 new inspectors, raising the total number of investigators to 16. The Police Department is still looking into a new location for the Unit. As part of the JUSTIS Hub development project that will enable all of the criminal justice agencies to exchange data, the Police Department has installed desktop computers at the Bayview Station and will continue to deploy computers at each of the other 9 stations. However, business processes must be reengineered and considerable training must be conducted before the system is fully up and running. The Department will request a timeline for the implementation of JUSTIS.

The Executive Director of the Mayor's Office of Criminal Justice Lenore Anderson has announced that she will be leaving and the Department will need to meet with the incoming Director. Finally, Commissioner Keehn reported that Tari Ramirez, accused of killing Claire Joyce-Temponkgo, will be in court on November 8.
*No public comment.*

### C. Violence Against Women Prevention and Intervention (VAW) Grants Program

Commissioner Katherine Munter reported that the FY07-08 contract amendments for the 25% across-the-board increase have been completed. The Department met with Partner Agencies to discuss allowable expenses for the increase. Department staff has been working with Lisa Korwin to finalize the Needs

Assessment, which will be presented at this evening's meeting. On September 11, Ms. Korwin presented the executive summary of the needs assessment to focus group participants and Partner Agencies to ensure that the report reflected their input.
*No public comment.*

**D. Family Violence Council**
Commissioner Andrea Evans stated that the first meeting of the Family Violence Council is scheduled for October 2 at City Hall in Room 201. An invitation has been extended to Mayor Newsom in hopes that he will attend the event to welcome participants..
*No public comment.*

**E. Girls Committee**
Commissioner Shorter reported that the Girls Committee is working with Assembly Member Mark Leno's Office on the Girls Health Conference that will take place on November 16 at the Milton Marks Conference Center in the State Building at 455 Golden Gate Avenue. The Girls Committee will also participate in a training on parliamentary procedures from an aide in Assemblymember Leno's office at the next Girls Committee meeting. The Girls Committee continues to work on updating the Girls Report and putting together the *Girls Services Directory.* Department Staff is in the process of setting up meetings between Girls Committee members and the Mayor, the District Attorney, and Assemblymember Fiona Ma.
*No public comment.*

**F. Language Access**
Executive Director Murase reported that the new Office of Language Services has developed a plan to equip criminal justice agencies with cell phones that connect to a live language interpreter through AT&T Language Line so that victims of domestic violence have immediate interpretation when interacting with criminal justice agencies. The District Attorney's office has offered to be the pilot site for this program. Language Line Services hopes that this program will become a national model and is offering to pilot this program for free. AT&T has agreed to donate the mobile phones.

Mr. Lee's office is also working with a selected vendor to translate Department websites to a variety of languages. First tier departments have been selected for the initial rollout, including the Department of Public Health, the Human Services Agencies, and the Recreation and Parks Department. Executive Director Murase is working with the Office of Language Services to discuss how smaller departments can work collaboratively to have their departments' websites translated.
*No public comment.*

**G. CEDAW**
Executive Director Murase stated that a planning group has met to discuss the CEDAW Private Sector Guidelines and draft Gender Equity Principles. Verite and Calvert have agreed to work with the Department to design gender equity guidelines and principles for the private sector. The Department plans to work with the Chamber of Commerce once the guidelines and principles have been drafted.

## VI. NEW BUSINESS

### A. Needs Assessment Presentation

Lisa Korwin presented the Violence Against Women (VAW) Needs Assessment, *Creating a Safer San Francisco: Integrating Multicultural Strategies to End Violence Against Women and Girls.* She laid out the fundamental questions the study was designed to answer:

- *How much do our funded programs meet the needs of women and girls experiencing violence?*
- *What additional services are needed?*
- *How can the Department and partner agencies better meet those needs?*

In order to answer these questions, Ms. Korwin met with a total of 164 individuals that included administrators, direct line staff, clients and program participants. The data was gathered by interviewing administrators from VAW funded organizations and collaborative partners, by holding focus groups with direct line staff, members of the Domestic Violence Consortium (DVC), and program clients/participants, as well as by reviewing literature. Ms. Korwin concluded that women and girls face a variety of barriers when seeking support services, a variety of factors motivate women and girls to seek services in the first place, and that organizations bring many strengths, but also face many challenges, in meeting the needs of the community.

Ms. Korwin explained that currently the Department is funding a complementary mix of programs and services. The organizations that the Department funds are led, based in, and support culturally diverse communities throughout the City. Programs and services that the Department funds include crisis lines, emergency shelters, intervention and advocacy, legal services, prevention, education, training, and transitional housing.

The Assessment found that the following groups are underserved:

- African Americans
- Arabs
- Cambodians
- Homeless an foster youth
- LGBTQ youth in Bayview-Hunters Point and Richmond Districts
- Male-to-female transgender individuals
- Muslims
- Native America Youth
- Asian Youth
- Vietnamese
- Women and girls with mental health needs or physical disabilities

The Assessment also found that additional services needed include:

- housing
- culturally-dedicated services
- youth services
- centralized services
- education and outreach
- alternatives for addressing violence
- childcare
- citywide collaborations
- crisis line staffing
- job training.

Ms. Korwin explained that, from this Assessment, the Department can assist with filling in the gaps by building on existing strengths and collaborations, help the existing providers expand and deepen service capacity, expand housing options, and collaborate with city departments in developing a plan to fill in the gaps. The recommendations from the Assessment include convening a taskforce and working with Partner Agencies to identify how to findings of the assessment should be addressed.

Commissioners thanked Ms. Korwin for working with the Department and Partner Agencies to develop a report that identifies the needs of the women and girls in the City. Commissioners requested information on the linkage between what the needs are and how is it related to the people who are now not being served.

Ms. Korwin explained that the Needs Assessment is a blueprint for the next steps. Now that the Department/Commission knows what the gaps are or who is not being served, it is up to the Department/Commission to develop next steps in filling those gaps.

**Public Comment**
Ken Theisen, a member of the Justice and Courage panel, suggested getting input from agencies that are not funded by the Department to see if the gaps identified are felt throughout the entire domestic violence prevention/intervention service providers.

Christopher Martinez with Catholic Charities stated that education and outreach are important factors when providing services to a variety of communities. Catholic Charities, which is not funded by the Department, believes that interfaith outreach is vital to the work being done to assist victims of domestic violence. On September 29th, Catholic Charities held an event at St Mary's Cathedral with over 200 attendees, that raised awareness around domestic violence, including the fact that the Catholic Church does not require members to stay in an abusive marriages.

Naomi Tucker with Shalom Bayit recommmended seeking information from agencies not funded by the Department to get a wider look at the needs outside of agencies funded by the Department.

Becky Masaki with Asian Women's Shelter supported the idea of convening a taskforce to work collaboratively in filling the gaps and providing services to the women and girls of San Francisco. Ms. Masaki suggested working with other City agencies such as the Department of Children, Youth, and Their Families who work with some of the identified underserved communities.

Beverly Upton with the Domestic Violence Consortium thanked the Commission and Department for the needs assessment as it is a tool that can be used to efficiently move forward and serve the women and girls of San Francisco. Ms. Upton suggested setting up a taskforce with funded and non-funded agencies and community leaders to discuss next steps.

Sylvia Johnson gave comments.

Emberly Cross of the Cooperative Restraining Order Clinic suggested using the Domestic Violence Response Cross-Training Institute as a model of community-government collaboration in moving forward.

Jennifer Grant with La Casa de las Madres expressed her concern about the challenges in seeking input from non-funded agencies. Ms. Grant explained that it would be difficult to track what work is being done by agencies not funded by the Department.

President Munter announced that no action will be taken on this item and the Commission will continue to discuss the findings of the Assessment at its next meeting.

## VII. OLD BUSINESS

### A. Election of Officers for 2007-2008

**Action: To elect Katherine Munter for President.**
**Action: To elect Carolene Marks for Vice President.**
**m/s/c (Shorter/Keehn/Unanimous)**
*No public comment.*

### B. Strategic Plan Review

Executive Director Murase reported that, after the July 20 strategic planning session, Department staff reviewed the variety of topics that Commissioners wished to cover over the next year. In addition to the work that is already in progress, the proposed Strategic Plan will provide educational sessions on the topics recommended Commissioners. To illustrate capacity limitations, Executive Director Murase explained that, in the next year, the Department will be engaging in 3 Request for Proposals (RFP) for the following:

- Violence Against Women (VAW) Intervention and Prevention Grants
- Domestic Violence Response Cross-Training Grant Writer
- Domestic Violence Response Cross-Training Community Trainers

Commissioners requested that grammatical errors in the Strategic Plan be corrected. Commissioner Marks stated that she would like to continue to discuss what work needs to be done in the Health Sector.

**Public Comment**
David Pilpel, Sunshine Taskforce Member, requested that the Strategic Plan reflect FY07-08, and that heading and formats be corrected. Executive Director Murase acknowledged and thanked Mr. Pilpel for his technical assistance to the Department.

### C. Themes for Commission Meetings

Commissioner Marks requested input from Commissioner on what goals should be accomplished when developing Commission agendas. The Commissioners reviewed the 2008 schedule of meeting themes and requested changes to the order of topics to be discussed. An amended schedule will be provided at the October meeting. President Munter explained that the schedule of themes will serve as a guide for the Commission.

**Public Comment**
Silvia Johnson gave comments.

## VIII. PUBLIC COMMENT

Beverly Upton, Executive Director of the Domestic Violence Consortium, expressed how Consortium members and other service providers for victims of domestic violence would like to become more involved in possibly drafting legislation to provide more local housing and stop discrimination in public housing. Commissioner Keehn suggested discussing this topic with the Justice and Courage Oversight Panel. It would also be good to address the availability of childcare slots for families leaving domestic violence shelters.

Silvia Johnson gave comments.

## IX. ADJOURN

**Motion to adjourn. m/s/c (Shorter/Munter/Unanimous).**
Meeting adjourned at 7:55 pm.

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City and County of San Francisco

# Commission on the Status of Women

*Mayor Gavin Newsom*

KATHERINE MUNTER
President

CAROLENE MARKS
Vice President

ANDREA EVANS
Commissioner

KAY GULBENGAY
Commissioner

DORKA KEEHN
Commissioner

JING XU LEE
Commissioner

ANDREA SHORTER
Commissioner

*EMILY MURASE, PhD*
*Executive Director*

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## COMMISSION MEETING AGENDA

**Wednesday, October 24, 2007**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

**Roster:**

*President Katherine Munter*
*Vice President Carolene Marks*
*Commissioner Andrea Evans*
*Commissioner Kay Gulbengay*
*Commissioner Dorka Keehn*
*Commissioner Jing Xu Lee*
*Commissioner Andrea Shorter*

*Total Estimated Meeting Time: 1 hrs 41 minutes*

### I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *3 min.*

Remarks by President
***Action: To approve the meeting agenda.***

### II. APPROVAL OF MINUTES — DISCUSSION/ACTION — *3 min.*

Explanatory document – Draft Minutes from September 26, 2007.
***Action: To approve draft minutes from September 26, 2007.***

### III. EXECUTIVE DIRECTOR'S REPORT — DISCUSSION — *5 min.*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document – The Executive Director's Report discusses the work of the Department along the 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services principles.

### IV. CONSENT AGENDA — DISCUSSION/ACTION — *5 min.*

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

***Action: To approve the Consent Agenda.***

**A.** Resolution Celebrating the Life of Seiko Ota Murase
**B.** Resolution Congratulating Catholic Charities CYO on the Occasion of its 100th Anniversary
**C.** Resolution Congratulating the Chicana Latina Foundation on the Occasion of its 30th Anniversary
**D.** Resolution Congratulating the Women's Intercultural Network on the Occasion of its 12th Anniversary
**E.** Resolution Honoring Childhood Matters and Nuestros Niños on the Occasion of their Anniversary

F. Resolution in Recognition of Julia Bruckner of UCSF Comprehensive Cancer Center
G. Resolutions in Recognition of the Breast Cancer Town Hall Collaborative Members
H. Resolution in Recognition of Carlina Hansen of the San Francisco Women's Community Health Clinic

| V. | **REPORTS** | **DISCUSSION/ACTION** | |
|---|---|---|---|
| A. | **Health** | **Vice President Marks** | *2 min.* |
| B. | **Justice & Courage** | **Commissioner Keehn** | *2 min.* |
| C. | **Violence Against Women Prevention and Intervention Grants Program** | **President Munter** | *2 min.* |
| D. | **Family Violence Council** | **Commissioner Evans** | *2 min.* |
| E. | **Girls Committee** | **Commissioner Shorter** | *2 min.* |
| F. | **Language Access** | **Commissioner Lee** | *2 min.* |
| G. | **CEDAW** | **Executive Director Murase** | *2 min.* |

**VI. NEW BUSINESS** — **DISCUSSION/ACTION**

**A. African American Breast Cancer Town Hall** — **Vice President Marks** — *5 min.*
Vice President Marks will report on the success of the African American Breast Cancer Town Hall.

**B. San Francisco General Hospital/ Avon Breast Health Program** — **Dawn Surratt and Judith A. Luce, MD** — *15 min.*
Dawn Surratt, RN, CNS-CH, Program Manager for the Avon Comprehensive Breast Health Program, and Judith A. Luce, MD, Medical Oncology Director, will provide an overview of services provided by the breast program at the San Francisco General Hospital.

**C. Healthy San Francisco** — **Tangerine Brigham** — *15 min.*
Tangerine Brigham, Director of Healthy San Francisco, will provide an update on the implementation of San Francisco's landmark universal health access program.

**D. Southeast Health Center Presentation** — **Veronica Shepard** — *15 min.*
Veronica Shepard, community health worker, will provide an overview of services provided at the Southeast Health Center.

**VII. OLD BUSINESS** — **DISCUSSION/ACTION**

**A. Strategic Plan Review** — **Executive Director Murase** — *10 min.*
Executive Director Murase will review the proposed 2007-2008 Strategic Plan.
***Action: To approve the 2007-2008 Strategic Plan.***

**B. Needs Assessment** — **President Munter** — *10 min.*
Commissioners will discuss next steps.

**VIII. PUBLIC COMMENT** — **DISCUSSION** — *5 min.*
This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

**IX. ADJOURNMENT** — **ACTION** — *1 min.*

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## COMMISSION MEETING MINUTES

**Wednesday, October 24, 2007**
**5:00 pm**
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**Members Present**

Commissioner Andrea Evans
Commissioner Kay Gulbengay
Commissioner Dorka Keehn
Commissioner Jing Xu Lee
Vice President Carolene Marks
President Katherine Munter
Commissioner Andrea Shorter

**Staff Present**

Executive Director Emily Murase, PhD
Administrative Analyst Laura
Policy Analyst Kim-Shree Maufas
Commission Secretary Cynthia Vasquez

### I. CALL TO ORDER/AGENDA CHANGES

President Munter called the meeting to order at 5:15 pm and welcomed all present.

**Action: Approved amended agenda. m/s/c/ (Marks/Shorter/Unanimous)**

*No public comment.*

### II. APPROVAL OF MINUTES

**Action: Approved draft minutes from September 26, 2007. m/s/c/ (Shorter/Gulbengay/Unanimous).**

*No public comment.*

### III. EXECUTIVE DIRECTORS REPORT DISCUSSION

### A. Executive Directors Report

Dr. Murase referred Commissioners to her written report and stated that the Juvenile Probation Department (JPD) will be holding a meeting on November 8 to announce 6 new probation officers that will be dedicated to the Girls Unit. Commissioner Shorter requested sending a letter of support to the JPD expressing the optimism and support for the Girls Unit, after the November 8 meeting. Dr. Murase also encouraged Commissioners to participate in the Combined Charities Campaign. For the past several years, Department staff has achieved 100% participation in the city-wide program. She informed the Commission that the Mayor will be holding his State of the City Address on Monday, October 29 at 1:30 pm.

She concluded by stating that, on October 22, the Department presented to the Board of Supervisors Public Safety Committee about ongoing issues regarding domestic violence in San Francisco, at the request of the Mayor's Office of Criminal Justice.

### IV. CONSENT AGENDA

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A. Resolution Celebrating the Life of Seiko Ota Murase
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E. Resolution Honoring Childhood Matters and Nuestros Niños on the Occasion of their Anniversary
F. Resolution in Recognition of Julia Bruckner of UCSF Comprehensive Cancer Center
G. Resolution in Recognition of Carlina Hansen of the San Francisco Women's Community Health Clinic

**Action: To approve the Consent Agenda. m/s/c (Shorter/Evans/Unanimous)**

Commissioners expressed their condolences to Dr. Murase and offered continued support in her time of loss.

Rona Renner, Radio Host of Childhood Matters, thanked the Commission for its support and for honoring programs that help families in San Francisco and throughout the Bay Area.

## V. REPORTS

### A. Health

Commissioner Marks reported that she met with Deputy Health Director Barbara Garcia, Heath Commissioner Roma Guy, and Department staff to discuss reinstating a women's health coordinator position, which was eliminated from the Department of Public Heath (DPH) budget, to be located either at DPH or at the Department. DPH staff will survey what work is being done and what services are currently being provided at DPH and look at the job description for the women's health position that was once located at DPH. There will be a follow-up meeting on November 8 to discuss the findings and continue discussion.

*No public comment.*

### B. Justice and Courage

In the interest of time, Commissioner Dorka Keehn announced that the Justice and Courage Oversight Panels is beginning new member recruitment for additional Panel members and will be sending out invitation letters shortly. In the interest of time, she directed Commissioners to the Executive Director's report for details.

*No public comment.*

### C. Violence Against Women Prevention and Intervention (VAW) Grants Program

Commissioner Katherine Munter reported that she will be working closely with the Department in putting together information for the upcoming request for proposal process that will govern the next 3-year grant funding cycle.

*No public comment.*

### D. Family Violence Council

Commissioner Andrea Evans reported that the Family Violence Council had a successful meeting on October 2 which was attended by Mayor Gavin Newsom. The Mayor discussed various issues related to family violence with the Council members. In the interest of time, she referred Commissioners to the Executive Director's Report for details.

*No public comment.*

### E. Girls Committee

Commissioner Shorter reported that the Girls Committee is recruiting members for the 2 vacant seats and welcomed any recommendations on candidates from Commissioners. On October 16, Commissioner Shorter, Committee Member Dawn Liu and Policy Analyst Kim-Shree Maufas met with District Attorney Kamala Harris and discussed various issues that affect women and girls in San Francisco.

The Girls Committee continues working with Assembly Member Mark Leno's Office on the Girls Health Conference that will take place on November 16 at the Milton Marks Conference Center in the State Building at 455 Golden Gate Avenue.

Commissioner Shorter reported that the Girls Committee will participate in training on parliamentary procedures from members of the Youth Council. Commissioner Gulbengay encouraged the Girl's Committee members to engage members of the Board of Supervisors in training or mentoring.
*No public comment.*

### F. Language Access

Commissioner Lee reported the Department will be holding a press conference with the City Administrator's Office of Language Services on October 30 to announce the launch of a mobile language access program for victims of domestic violence. Commissioner Keehn will represent the Commission at this landmark event. With the support of AT&T and Language Line Services, law enforcement staff will have immediate access to interpreters via mobile phones. This is a first step in addressing the language access gap identified in the Domestic Violence Victim Safety Accountability Audit.
*No public comment.*

### G. CEDAW

Executive Director Murase reported that Commissioner Gulbengay has agreed to provide Commission leadership on CEDAW. In the interest of time she referred Commissioners to the Executive Director's report for details.
*No Public Comment.*

## VI. NEW BUSINESS

### A. African American Breast Cancer Town Hall

Commissioner Marks reported that the October 4 Town Hall on resources for breast cancer service providers to the African American community meeting was a great success, with over 50 service providers participating and she thanked Policy Analyst Kim-Shree Maufas and staff for their support. Commissioner Marks would like to follow-up with service providers to facilitate African American women access to no-cost health services.

### B. San Francisco General Hospital/Avon Breast Health Program

Dawn Surratt, RN, Program Manager for the Avon Comprehensive Breast Health Program at San Francisco General Hospital explained that, since 2001, Avon has been granting funds to the University of California San Francisco (UCSF) and San Francisco General Hospital (SFGH) to provide services to women.

Ms. Surratt explained that the SFGH/Avon Breast Health Program address the following areas:

- Imaging
- Pathology
- Breast Surgery
- Radiation Oncology
- Medical Oncology
- Chemo Infusion Clinic
- Physical & Occupational Therapy
- Metastatic Clinic

- Patient Navigators
- Clinical Trials Accrual
- Cancer Risk Assessment
- Community Organization Referrals
- Behavioral Research
- Case Management by Social Workers

The specific services at the Avon Comprehensive Breast Center include:

- Digital Mammography
- Ultrasound
- Ductography
- Ultrasound-guided Biopsy
- Stereotactic Biopsy
- Localization Procedures
- Nurse Practitioner Evaluation & Abnormal Follow-Up
- Patient Navigation

To be eligible for a mammogram screening the following criteria must be met:

- At least 40 years of age
- At least 1 year since your prior mammogram
- If you've had a mammogram before, then previous images for comparison may be requested
- No active breast problems
- Any breast mass or nipple discharge must have a diagnostic work-up
- Not pregnant
- No history of breast cancer
- A referring clinic or provider
- Not born a man or male-to female transgender
- Biological men with breast problems must have a diagnostic work-up, not "screening"

The fees for the services provided are paid through MediCal, MediCare, San Francisco Health Plan, Healthy San Francisco, or other public programs.

The Avon/SFGH Mammovan:

- Goes out 2 to 3times a week
- Screens a maximum of 30 to 40 women per day
- Does not allow walk-ins
- Screening clients must be able to stand independently because of equipment used for screenings
- The GE digital has a "C" cup limit

If women have larger than a C cup size, they will be referred to a clinic within the San Francisco that can provide a screening.

For agencies or organizations to host the mammovan, they must be part of the SF Community Health Network or San Francisco Community Clinic Consortium, which are located at 27 sites across the city. They must also be able to pre-screen patients to meet eligibility requirements (clinical and payment sources), provide language interpreting, guarantee at least 28 patients for a full 8-hour day and have a formal agreement to schedule with the SFGH Radiology Department. Once those requirements are met, a woman will have a mammogram and results from the screenings will be sent to a referring provider or if follow-up is needed, she must come to breast cancer screening office.

If results are normal, then a woman is encouraged to have an annual mammogram screening. If the results are normal but there may be some questions, then either another screening a needle biopsy will be conducted. If the results are possibly cancerous, more lab tests will need to be done, a tissue biopsy may be taken and a referral to a 3M breast clinic will be made. 3M clinics are collaborations between medical oncology and surgery to improve patient care and outcomes.

Judith A. Luce, MD, Medical Oncology Director explained that in order to serve the needs of San Francisco, more mammographers as well as new equipment for the mammovan are needed. Currently, there is only 1 full-time employee (FTE) dedicated to reviewing pelvic MRIs and mammograms. There are only 1.6 FTE conducting 7,000 annual screenings. Dr. Luce explained that equipment costs are extremely high as they become obsolete in a matter of years. SFGH currently has a fellowship program, but there is a nation-wide shortage of mammographers. Salaries for mammographers are very high and can only be easily met by private hospitals. Dr. Luce explained that with the success of Healthy San Francisco, more women are being screened than before.

The Commissioners thanked Ms. Surratt and Dr. Luce for their informative presentation and expressed their hope to work closely with them in outreaching to future patients.

### C. Healthy San Francisco

Tangerine Brigham, Director of Healthy San Francisco (HSF), explained that the HSF program provides health care for uninsured San Francisco residents, regardless of employment, immigration status, or pre-existing conditions. HSF makes significant improvements for clients by:

- Ensuring that uninsured residents receive a designated primary care medical home
- Streamlining the eligibility and enrollment process
- Making information on services and the costs clearer and more accessible
- Providing uninsured residents with an organized health care delivery system
- Issuing program participants an HSF identification card to make access to services easier

**To be eligible for the HSF program you must be:**

- Uninsured
- A San Francisco Resident
- At or below 500% of the Federal Poverty Level
- Between the ages of 18-64
- Must apply for and be found ineligible for coverage in other publicly-funded health insurance

**HSF benefits include:**

- Primary care
- Specialty care
- Hospital stays at SFGH
- Emergency care at SFGH
- Pharmacy
- Mental Health
- Substance Abuse

**HSF benefits exclude:**

- Emergency care not at SFGH
- Hospital care not at SFGH
- Cosmetic Services
- Infertility Treatment
- Organ Transplants
- Allergy Testing
- Dental, Vision
- Long-term Care

**HSF providers include:**

- 22 primary care clinics at 27 sites (i.e., medical homes)
    - 14 within Department of Public Health
    - 8 within San Francisco Community Clinic Consortium
- San Francisco General Hospital
- Community Behavioral Health Services.

**Fees associated with HSF are as follows:**

- Participants pay a participation fee to maintain enrollment in program
- Point-of-service fees when accessing services
- Participants also pay for cost of care delivered outside HSF provider network (within and outside of San Francisco)
- Recognizes that affordability impacts access –fees are tied to annual income and family size
- Provides a subsidy to eligible participants with incomes at or below 500% FPL
- Homeless persons, persons receiving General Assistance and those under 100% FPL pay no fees.

**Eligibility process is a one stop application system:**

- Web-based eligibility and enrollment system
- Screening for eligibility for Medi-Cal, Healthy Families, Healthy Kids & Young Adults, CHDP
- generates unique number for each participant -- single unduplicated count of uninsured
- One-e-App is available at all medical homes.

Once enrolled in the HSF participants will be eligible for service immediately and will be mailed a medical ID card, informational pamphlets on services available and access to a customer service line to answer any questions. HSF is a voluntary program that will take 18-24 months to rollout to all uninsured residents of San Francisco. HSF is looking forward to managing program expectations, evaluating the program, and evaluating the relationship between HSF and the Governor's Health Care Reform. Ms. Brigham thanked the Commission for their support and expressed her gratitude to Commissioner Marks for her involvement on the Healthy San Francisco Advisory Board.

### D. Southeast Health Center Presentation

Veronica Sheppard, Community Health Worker with the Southeast Health Community Center (SEHC), reported that this Community Center is located in and serves residents of the Bayview/Hunters Point (BVHP) area. 21.7% of residence in this area live below the poverty line and are more vulnerable to external factors that are detrimental to their health. Residents in this area also have higher rates of hospitalization in San Francisco for every disease and have poor health outcomes across a wide range of women's health issues. Women in the BVHP have a higher incidence of breast cancer, higher rates of risk factors for breast cancer, lower rates of screenings, and are more likely to be diagnosed at a later stage of the disease. In July 2006, the SEHC organized a Women's Health Committee to conduct literature, chart reviews and interview women to better understand modifiable barriers and predictors for screenings.

The barriers to care found that women were:

- Concern about the pain
- Confusion about screening guidelines
- Inconvenience (no transportation)
- Embarrassment
- Lower perceived risk of cancer
- Too busy
- Scheduling difficulties
- Fear of the screening process
- Fear of potential cancer.

Predictors of screenings were:

- A better understanding of the screening process
- Increased belief that screenings matters
- Decreased perceived barriers
- Greater knowledge of guidelines.

In order to improve mammography rates in the Southeast sector the SEHC began scheduling flexible appointments, provided transportation to and from screenings for residence in the 94124 zip code area, incentives, and reminder calls. As a result, 90% of mammogram appointments are being kept. With the success of the Women's Health Committee, new community partnerships are being formed as well as the following committees at the SEHC:

- Asthma Committee
- Diabetes Committee
- Women's Clinic.

On the horizon, the SEHC hopes to increase cervical cancer screening, improve patient advocacy programs, and provide more outreach and secure permanent funding for the community health position. Ms. Shepard suggested that Commissioners and community members write letters of support for SEHC, spread the word about the work being done at SEHC and provide donations for incentives given to those receiving screenings at SEHC. Commissioner Shorter urged Commissioners to get their bi-annual mammogram screenings when due and expressed strong support for Ms. Shepard's work.

## VII. OLD BUSINESS

### A. Strategic Plan

Dr. Murase explained that the grammatical changes requested at the September meeting had been made to the Strategic Plan. She stated that it is important for Commissioners to advocate for the needs of the Department. As the Department works with DPH in developing a health position, Commissioner Marks will be the liaison and will report back to the Commission.

Commissioners agreed that they should advocate aggressively and purposefully for more Department funding. Commissioner Keehn requested setting up annual or bi-annual meetings with members of the Board of Supervisors and the Mayor to keep them updated on the work being done by the Department.

**Action: To approve the 2007-2008 Strategic Plan. m/s/c (Keehn/Munter/Unanimous)**
*No public comment.*

### B. Needs Assessment

President Munter is working with Dr. Murase to provide a focused and definitive statement of the data received from the assessment. This will assist the Department in framing the request for proposals the Department will release in late December.

## VIII. PUBLIC COMMENT

Beverly Upton, Executive Director of the Domestic Violence Consortium, thanked the Commission for its work. Ms. Upton volunteered to work with the Department and other objective collaborators in finding and filling the gaps found in the Needs Assessment.

## IX. ADJOURN

**Motion to adjourn in honor of Seiko Ota Murase. m/s/c (Shorter/Keehn/Unanimous).**
Meeting adjourned at 7:40 pm.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and

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The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

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***EMILY MURASE, PhD***
***Executive Director***

# COMMISSION MEETING AGENDA

**Wednesday, November 14, 2007**
**5:00 PM**
**Richmond Police Station**
**Community Room**
**461-6th Avenue**
**(Between Anza & Geary)**
**San Francisco, CA 94118**

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*Theme: Accountability and Planning*

**Roster:**
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*Vice President Carolene Marks*
*Commissioner Andrea Evans*
*Commissioner Kay Gulbengay*
*Commissioner Dorka Keehn*
*Commissioner Jing Xu Lee*
*Commissioner Andrea Shorter*

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*Total Estimated Meeting Time: 1 hrs 42 minutes*

## I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *3 min.*

Remarks by President
***Action: To approve the meeting agenda.***

## II. APPROVAL OF MINUTES — DISCUSSION/ACTION — *3 min.*

Explanatory document – Draft Minutes from October 24, 2007.
***Action: To approve draft minutes from October 24, 2007.***

## III. EXECUTIVE DIRECTOR'S REPORT — DISCUSSION — *5 min.*

### A. Executive Director's Report — Executive Director Murase

Explanatory document – The Executive Director's Report discusses the work of the Department along 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services.

## IV. CONSENT AGENDA — DISCUSSION/ACTION — *5 min.*

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*
***Action: To approve the Consent Agenda.***

A. Resolution Recognizing the Honorees of the San Francisco Commission on the Status of Women 30th Anniversary Gala Luncheon

| | |
|---|---|
| ***Arts & Culture*** | *Belva Davis, former Board President, Museum of the African Diaspora* |
| ***Community Service*** | *Beverly Upton, Executive Director, San Francisco Domestic Violence Consortium* |
| ***Corporate Leadership*** | *Donna Burke, Regional Vice President, AT&T* |
| ***Education*** | *Gwen Chan, former Acting Superintendent of Schools* |

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www.sfgov.org/cosw

***Politics & Government*** *U.S. Representative Nancy Pelosi*
*Senator Barbara Boxer*
*Senator Dianne Feinstein*
***Philanthropy*** *Luz Vega-Marquis, President & CEO, Marguerite Casey Foundation*

B. Resolution Recognizing November as Native American Heritage Month
C. Resolution Recognizing Janice Mirikitani for her 40 Years of Service at Glide Memorial Church
D. Resolution Recognizing Kim-Shree Maufas for her service to the Department

**V. NEW BUSINESS** **DISCUSSION/ACTION**

**A. Domestic Violence Response Cross-Training Institute Year 1 Evaluation** **Dr. Mark Morris** *30 min.*

Mark Morris of Mark Morris Associates, will report on the first session of the Domestic Violence Response Cross-Training Institute.

**1. Trainer Perspective** **Emberly Cross**

Ms. Cross will discuss community involvement in the training.

**2. Training Impact** **Captain Marsha Ashe**

Captain Ashe will discuss the impacts of the training on police officers.

**B. Gender Analysis of San Francisco Commissions** **Policy Analyst Anu Menon** *15 min.*

Ms. Menon will present the gender analysis of Commissions in San Francisco.

**1. Women's Policy Summit Goal** **Alix Rosenthal**

Ms. Rosenthal will discuss the importance of gender balance on San Francisco Commissions.

**C. Needs Assessment and upcoming Request for Proposal (RFP)** **Executive Director Murase** *30 min.*

The Commission will review the Executive Summary of the Needs Assessment and will discuss the direction of the upcoming Violence Against Women (VAW) Prevention and Intervention

**VI. OLD BUSINESS** **DISCUSSION/ACTION**

**A. Review of COSW Meeting Themes** **Vice President Marks** *5 min.*

Vice President Marks will review the proposed meeting themes for the Commission.

**VII. PUBLIC COMMENT** **DISCUSSION** *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

**IX. ADJOURNMENT** **ACTION** *1 min.*

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City and County of San Francisco
**Commission on the Status of Women**
*Mayor Gavin Newsom*

**KATHERINE MUNTER**
**President**

**CAROLENE MARKS**
**Vice President**

**ANDREA EVANS**
**Commissioner**

**KAY GULBENGAY**
**Commissioner**

**DORKA KEEHN**
**Commissioner**

**JING XU LEE**
**Commissioner**

**ANDREA SHORTER**
**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

## COMMISSION MEETING MINUTES

**Wednesday, November 14, 2007**
**5:00 PM**
**Richmond Police Station**
**Community Room**
**461-6th Avenue**
**San Francisco, CA 94118**

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| **Members Present** | **Staff Present** |
|---|---|
| Commissioner Andrea Evans | Executive Director Emily Murase, PhD |
| Commissioner Kay Gulbengay | Administrative Analyst Laura Marshall |
| Commissioner Dorka Keehn (5:25) | Policy Analyst Anu Menon |
| Commissioner Jing Xu Lee | Grants Administrator Carol Sacco |
| Vice President Carolene Marks | Policy Analyst Jill Tregor |
| President Katherine Munter | Commission Secretary Cynthia Vasquez |

Excused: Commissioner Andrea Shorter

### I. CALL TO ORDER/AGENDA CHANGES

President Munter called the meeting to order at 5:04 pm and welcomed all present.
**Action: Approved amended agenda. m/s/c/ (Gulbengay/Evans/Unanimous)**
*No public comment.*

### II. APPROVAL OF MINUTES

**Action: Approved draft minutes from October 24, 2007.**
**m/s/c/ (Evans/Gulbengay/Unanimous).**
*No public comment.*

### III. EXECUTIVE DIRECTORS REPORT DISCUSSION

#### A. Executive Directors Report

Dr. Murase referred Commissioners to her written report and highlighted the October 23 press conference that the Department collaborated with the Office of the City Administrator and AT&T to announce the launch of the Language Line Services which provides phone translation services to the criminal justice system when responding to domestic violence incidents. Dr. Murase thanked Laura Marshall, Jill Tregor, Commissioner Carolene Marks and Commissioner Dorka Keehn for their support and participation. Dr. Murase reported that Commissioner Marks, Policy Analyst Jill Tregor and herself met with Health Commissioner Roma Guy and Deputy Health Director Barbara Garcia to discuss what work the city is doing overall on women's health. Both departments agreed to continue to discuss possibly collaborating to revive a women's health coordinator position.

She concluded by stating that, on November 16, the SAGE Project will hold a Press Conference announcing the launch of the 2007 Reclaim Your Rights Anti-Human Trafficking Campaign at 9:30 am at 1275 Mission Street.

## IV. CONSENT AGENDA

***All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.***

**A.** Resolution Recognizing the Honorees of the San Francisco Commission on the Status of Women 30th Anniversary Gala Luncheon

| | |
|---|---|
| ***Arts & Culture*** | *Belva Davis, former Board President, Museum of the African Diaspora* |
| ***Community Service*** | *Beverly Upton, Executive Director, San Francisco Domestic Violence Consortium* |
| ***Corporate Leadership*** | *Donna Burke, Regional Vice President, AT&T* |
| ***Education*** | *Gwen Chan, former Acting Superintendent of Schools* |
| ***Politics & Government*** | *Senator Barbara Boxer*<br>*Senator Dianne Feinstein*<br>*House Speaker Nancy Pelosi* |
| ***Entrepreneurship*** | *Julie Castro Abrams* |
| ***Philanthropy*** | *Luz Vega-Marquis, President & CEO, Marguerite Casey Foundation* |

**B.** Resolution Recognizing November as Native American Heritage Month

**C.** Resolution Recognizing Janice Mirikitani for her 40 Years of Service at Glide Memorial Church

**D.** Resolution Recognizing Kim-Shree Maufas for Her Service to the Department

Dr. Murase thanked Kim-Shree Maufas for her work with the Department.

**Action: To approve the Consent Agenda. m/s/c (Gulbengay/Evans/Unanimous)**

## V. NEW BUSINESS

### A. Domestic Violence Response Cross-Training Institute Year 1 Evaluation

Mark Morris of Mark Morris Associates reported on the success of the first year of the Cross-Training Institute. In all, 206 individuals receiving training. Mr. Morris found that the Department, partnering agencies, and instructors had developed an exemplary training. The curriculum which evolved, and is the subject of the evaluation, was developed in partnership with the Police Department, the Adult Probation Department, the Office of the District Attorney, the Sheriff's Department, the Department of Emergency Management, and the Department on the Status of Women. Mr. Morris explained that the overall evaluation addressed 3 questions:

- Did training participants acquire new information and attitudes?
- Did the information and understanding acquire in the training result in new procedures and protocols in domestic violence response?
- Did the changed procedures result in better services for domestic violence victims?

Overall, the first year results showed that participants gained a better understanding 1) of their agencies' role in responding to calls of domestic violence, 2) the procedures of other criminal justice agencies, and 3) the variety of community programs/resources. Most importantly participants showed increased and insight about the experiences of victims of domestic violence. Participants were highly engaged and results shoed that participants acquired significant new knowledge. From the evaluation the following recommendations were made:

- Review scenarios to ensure that they non-biased. Some participants felt that the scenarios depicted their position or department as "incompetent".
- Make sure that each class be representative of the key players in response to domestic violence inside and outside the criminal justice system. Include Child Protective Services (CPS), judges and court clerks as stakeholders in the process.

- Emphasize the importance and value of the materials/resources provided to encourage their use after the trainings. Include materials on such topics as immigration laws and on the rights of the undocumented.

Dinh Tranh with Mark Morris Associates explained that participants of the training received information and tools to help them with domestic violence calls, including:

- valuable resources of other city agencies and agencies in the community
- personal contacts with partnering agencies
- a better understanding of domestic violence
- a better understanding of the roles and work of their own agencies
- hands on lesson of the protocols of other agencies

Ms. Tranh explained that the evaluators will follow-up with participants 3 months after the training to find out if the tools that were provided in the training are being use and if any new procedure or protocols have been established. They will also survey domestic violence outreach workers to see if they have seen any changes within the participating agencies.

Commissioner Gulbengay suggesting presenting the work of the Cross-Training Institute to the Board of Supervisors to show the collaboration of the variety of departments and the great work that is being done. Commissioner Keehn expressed how important it is to keep the Mayor and Board of Supervisors briefed on the great work being done by the Department.

### 1. Trainer Perspective

Emberly Cross, one of the training instructors, expressed how willing and how well intentioned all the participants of the training were. During the trainings, participants appreciated working in the small groups and interacting with the other agencies. Participants were able to share frustrations and challenges they face when handling domestic violence cases. This training provided the opportunity to build bridges within the criminal justice system and community agencies. Resources were exchanged and contacts were made as well as an understanding of what the procedures and protocols are for the variety of criminal justice agencies. Trainers will follow up with community agencies to survey if any changes have been made in the criminal justice system.

Executive Director Murase thanked the training team for a successful first year.

### 2. Training Impact

Captain Marsha Ashe, Captain of Family Services, at the San Francisco Police Department, explained how phenomenal it was to bring the criminal justice agencies into a training to learn what each other do and how they all work together. Through the variety of scenarios, participants were able to put themselves into the shoes a victim of domestic violence and learn first hand from a victim's perspective how the criminal justice system treats them. Captain Ashe has also noticed an increase in the quality of domestic violence-related police reports.

Commissioner Keehn thanked the participating city agencies and the Blue Shield of California Foundation for providing the Department a grant to fund such a beneficial training to the city.

### B. Gender Analysis of San Francisco Commissions

Policy Analyst Anu Menon presented the gender analysis of commissions, boards and task forces for the City and County of San Francisco. This gender analysis was conducted by using data collected from the Board of Supervisors Rules Committee, entity websites, and follow-up with each governing body to confirm the gender break downs. There are approximately 68 commissions, board and task forces. and an additional 25 committees, councils and other appointments. The following are the % of female appointments:

- 38% on Boards
- 42% on Task Forces

- 48% on Commissions

The highest percent of female appointments are on our own Commission, the Children and Family Advisory Council, the Animal Control and Welfare Commission, City Hall Preservation Commission and the Ethics Commission. The lowest % of female appointments are to the Taxi Commission, Recreation & Parks, Veterans Affairs, Public Utilities Commission, the Fire Commission, the Entertainment Commission, and Building Inspections.

The finding will be sent to the Mayor, the Board of Supervisors, and each commission, board or task force to encourage appointments of women to fill current vacancies. The Department will also update the brochure "Road to Leadership: How to Get That Appointment" and will conduct workshops on the appointment process.

Heather, a Reporter with the Bay Area Reporter, requested the breakdown of appointments of transgender commissioners and a breakdown of the sexual preferences of commissioners. Ms. Menon explained that the city does not collect that data.

### 1. Women's Policy Summit Goal

Heidi Seick with the National Women's Political Caucus (NWPC) explained that at the recent Women's Policy Summit, 3 goals were set by the group:

- to make San Francisco Public School System the #1 choice for Families
- to create/promote policies that promote women
- to elect more women to political positions in the city

Ms. Seick expressed the importance of having women elected in political positions. Currently there are 2 women elected members of the Board of Supervisors, and a woman as District Attorney. Ms. Seick reflected on the gender analysis previously presented and expressed how some of the more influential governing bodies a lack women appointments and how the NWPC and the Commission can collaborate to promote the appointment of women to those bodies.

### C. Needs Assessment and Upcoming Request for Proposal (RFP)

In developing the RFP for the next funding cycle, the Department will look at funding agencies that serve undeserved communities. There is a strong need for emergency and transitional housing services, services to African American women, agencies that serve women in the Southeast Sector or Hunters Point neighborhood, services for trafficked women and services to disabled or women who have mental health issues.

Executive Director Murase reported that there will be a large budget deficit and departments have been instructed to cut their budgets by 13%.

Beverly Upton, Executive Director of the Domestic Violence Consortium, stated that the Department's Needs Assessment identifies some of the gaps in the system. Ms. Upton explained that it is very important to meet with the Mayor and members of the Board of Supervisors to show how the agencies that are funded by the Department are working to fill those gaps. It should also be a goal to secure funding for the Department when meeting with the Mayor or member of the Board of Supervisors.

President Munter explained that the next step is to write the RFP with the main core commitments of the Department and include the newly prioritized topics.

## VI. OLD BUSINESS

### A. Review of COSW Meeting Themes

Commissioners reviewed the 2008 meeting themes and agreed to have informational hearings on the identified themes.

## VII. PUBLIC COMMENT

Jill Tregor, Policy Analyst, provided an update on the Language Access Program. Currently only 3 departments, Public Defender, Adult Probation, and the Police Department, have taken the mobile language interpretation phones provided by AT&T because of the costs associated with each call made. The District Attorney's Office is working on acquiring the service.

Commissioner Keehn reported that the Justice and Courage Oversight Committee would follow-up with the District Attorney's office.

Kathy Black, Executive Director of Casa de Las Madres, stated that victims need to have access to services in their own languages. Ms. Black wrote a letter of support to the City Administrator to reemphasize the importance of language services for victims of domestic violence.

## IX. ADJOURN

**Motion to adjourn meeting. m/s/c (Keehn/Munter/Unanimous).**
Meeting adjourned at 6:48 pm.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at http://www.sfgov.org/cosw.

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*Executive Director*

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# COMMISSION MEETING AGENDA

**Thursday, December 13, 2007**
**5:00 PM**
**City Hall, Room 263 (NOTE LOCATION CHANGE)**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

**Roster:**
*President Katherine Munter*
*Vice President Carolene Marks*
*Commissioner Andrea Evans*
*Commissioner Kay Gulbengay*
*Commissioner Dorka Keehn*
*Commissioner Jing Xu Lee*
*Commissioner Andrea Shorter*

*Total Estimated Meeting Time: 2 hrs 11 minutes*

## I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *3 min.*

Remarks by President
***Action: To approve the meeting agenda.***

## II. APPROVAL OF MINUTES — DISCUSSION/ACTION — *3 min.*

Explanatory document – Draft Minutes from November 14, 2007.
***Action: To approve draft minutes from November 14, 2007.***

## III. EXECUTIVE DIRECTOR'S REPORT — DISCUSSION — *5 min.*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document – The Executive Director's Report discusses the work of the Department along 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services.

## IV. CONSENT AGENDA — DISCUSSION/ACTION — *5 min.*

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*
***Action: To approve the Consent Agenda.***

A. Resolution Congratulating Patricia Lee on Receiving the California Wellness Foundation's 2007 California Peace Prize
B. Resolution Recognizing Dr. Sandra R. Hernandez on World AIDS Day, December 1, 2007
C. Resolution Recognizing Laura Phillips for her Dedicated Response to the Cosco Busan Oil Spill
D. Resolution Recognizing December 17, 2007 as International Day to End Violence Against Sex Workers
E. Resolution Recognizing the Service of the Members of the Girls Committee
F. Domestic Violence Cross Training Institute Grant Writer Contract Approval

## V. REPORTS

| | | | |
|---|---|---|---|
| **A.** | **Health** | **Vice President Marks** | *5 min.* |
| **B.** | **Justice & Courage** | **Commissioner Keehn** | *5 min.* |
| **C.** | **Violence Against Women Prevention and Intervention Grants Program** | **President Munter** | *5 min.* |
| **D.** | **Family Violence Council** | **Commissioner Evans** | *5 min.* |
| **E.** | **Girls Committee** | **Commissioner Shorter** | *5 min.* |
| **F.** | **Language Access and Association of California Commissions for Women** | **Commissioner Lee** | *5 min.* |
| **G.** | **CEDAW** | **Commissioner Gulbengay** | *10 min.* |

## VI. NEW BUSINESS — DISCUSSION/ACTION

**A. Budget Outlook and Proposed Mid-Year Cuts** — **Executive Director Murase** *20 min.*

Executive Director Murase will discuss possible mid-year budget cuts and cuts that may be necessary next fiscal year.

***Action: To issue a statement on budget cuts.***

**B. Proposed Charter Amendment on Women & Minorities on Commissions** — **Executive Director Murase** *10 min.*

Supervisor Jake McGoldrick has proposed a charter amendment to urge the appointment of qualified women & minorities to commissions and policy bodies.

***Action: To issue a statement on the proposed charter amendment.***

## VII. OLD BUSINESS — DISCUSSION/ACTION

**A. CLOSED SESSION** — **DISCUSSION/ACTION** *55 min.*

1. Public comment on all matters pertaining to the Closed Session.

2. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b):

   PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director, Emily Murase. Discussion.

3. Open Session
   ***Action: Motion and vote to elect whether to publicly disclose any or all of the information discussed in the closed session under San Francisco Administrative Code Section 67.12(a).***

## VIII. PUBLIC COMMENT — DISCUSSION *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## IX. ADJOURNMENT — ACTION *1 min.*

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**ANDREA SHORTER**
**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

# COMMISSION MEETING MINUTES

**Thursday, December 13, 2007**
**5:00 PM**
**City Hall, Room 263**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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| **Members Present** | **Staff Present** |
|---|---|
| Commissioner Andrea Evans (5:33) | Executive Director Emily Murase, PhD |
| Commissioner Kay Gulbengay | Administrative Analyst Laura Marshall |
| Commissioner Dorka Keehn | Policy Analyst Anu Menon |
| Vice President Carolene Marks | Senior Policy Analyst Ann Lehman |
| President Katherine Munter | Grants Administrator Carol Sacco |
| Commissioner Andrea Shorter | Policy Analyst Jill Tregor |
| | Commission Secretary Cynthia Vasquez |

Excused: Commissioner Jing Xu Lee

## I. CALL TO ORDER/AGENDA CHANGES

President Munter called the meeting to order at 5:10 pm. President Munter thanked the staff and all those who attended the December 12th Gala Celebration of the Commission. The 30th anniversary event was a sold out success, which was the inaugural presentation of the CEDAW Awards where many dignitaries were present including the Mayor and District Attorney.

**Action: Approved agenda. m/s/c/ (Marks/Gulbengay/Unanimous)**
*No public comment.*

## II. APPROVAL OF MINUTES

President Munter explained that the November 14, 2007 minutes will be approved at the January Commission meeting.
*No public comment.*

## III. EXECUTIVE DIRECTORS REPORT DISCUSSION

### A. Executive Directors Report

Dr. Murase referred Commissioners to her written report and thanked the Commissioners, the Friends of the Commission, and staff for their work and support on the 30th Anniversary Gala Celebration. In a city-wide update, Dr. Murase reported that effective January 1, 2008 the living wage rate in the City and County of San Francisco will be $11.03/hour.

## IV. CONSENT AGENDA

***All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.***

A. Resolution Congratulating Patricia Lee on Receiving the California Wellness Foundation's 2007 California Peace Prize
B. Resolution Recognizing Dr. Sandra R. Hernandez on World AIDS Day, December 1, 2007
C. Resolution Recognizing Laura Phillips for her Dedicated Response to the Cosco Busan Oil Spill
D. Resolution Recognizing December 17, 2007 as International Day to End Violence Against Sex Workers
E. Resolution Recognizing the Service of the Members of the Girls Committee
F. Domestic Violence Cross Training Institute Grant Writer Contract Approval

**Action: To approve the Consent Agenda. m/s/c (Keehn/Marks/Unanimous)**

Patricia Lee thanked the Commission for the honor and expressed how proud her father, who passed away on December 1st, would have been to see her receiving the recognition of her work serving the women in San Francisco since 1978.

Lisa Hoffman, Deputy Director representing Director Laura Phillips of the Department of Emergency Management, expressed appreciation for the Commission's recognition of Ms. Phillips' work.

Rachel West, Coordinator of the in Defense of Prostitute Women's Safety Project, who also received a proclamation from the Board of Supervisors, thanked the Commission for the honor. Ms. West explained that she has been working since 1980 to end violence against women and how rewarding it is to be recognized for her efforts.

Commissioner Shorter commended all the women for the work that they are doing to improve the lives of women in San Francisco. Commissioner Shorter also commended Patti Lee for her many accomplishments as a mentor of young girls in the city.

## V. REPORTS

### A. Health

Commissioner Marks has been invited to Sacramento to work with legislators on the "Every Women Counts" initiative. Commissioner Marks was pleased to announce that there will soon be a grocery store in the Bayview/Hunters Point community.

### B. Justice & Courage

Commissioner Keehn reported that there are 2 openings on the Oversight Panel and there are 3 candidates that are currently going through the interview process. Candidates will be come before the Commission at the February meeting for approval.

### C. Violence Against Women Prevention and Intervention Grants Program

Executive Director Murase refereed Commissioners to the Executive Director's report.

### D. Family Violence Council

Executive Director Murase reported that co-chairs, Beverly Upton, Mary Twomey, and Kathy Baxter are developing goals and deliverables to be considered by the Council. The next meeting will be held on January 17, 3-5 pm, in the San Francisco Trial Courts Building.

### E. Girls Committee

Executive Director Murase reported that the Girls Committee will be on hiatus for the month of January. Department staff works on recruiting new members. The current members will be working with a graphic designer to complete the Girls Services Directory.

### F. Language Access and Association of California Commissions for Women

Commissioner Lee will provide an update at the January meeting.

### G. CEDAW

Commissioner Gulbengay attended a human rights training sponsored by the Women's Institute for Leadership Development (WILD) for Human Rights with Policy Analyst Anu Menon, and was impressed with CEDAW implementation in San Francisco.

Senior Policy Analyst Ann Lehman and Ms. Menon provided a 2-day training in Fulton County (Atlanta) for senior county executives on the gender analysis tool.

Ms. Lehman encouraged the Commission to conduct a budget analysis of the City and County's budget now that they have begun to collect gender data.

Commissioner Keehn encouraged Commissioners to meet with the Mayor and members of the Board of Supervisors to brief them on CEDAW and possibly provide them training. Commissioner Keehn emphasized the importance of providing CEDAW training to the Mayor's Senior Staff.

***Action:* Commissioners resolved to request that the Mayor urge all departments to conduct a gender analysis of the proposed budget cuts for FY08-09, similar to what was done in 2003 as a result of the Gender Analysis of Budget Cuts Resolution that he, as Supervisors, authored.**
***m/s/c (Gulbengay/Keehn/Unanimous)***

## VI. NEW BUSINESS

### A. Budget Outlook and Proposed Mid-Year Cuts

Executive Director Murase reported that in there is an expected $229 million budget deficit next year and the Mayor has instructed all department to meet a 13% cut to General Funds, or $263,973 in cuts for the Department. The Department has scheduled a budget briefing with the VAW Partner Agencies on December 18.

Commissioners agreed to meet with members of the Board of Supervisors in the next couple of months to convey the deleterious effects on the community of budget cuts to the Department of any amount. The following Commissioners agreed to meet with Supervisors:

- Vice President, Carolene Marks will meet with Supervisor Jake McGoldrick
- Commissioner Evans will meet with Supervisor Michela Alioto-Pier
- Commissioner Gulbengay will meet with Supervisor's Bevan Dufty, Sean Elsbern and Tom Ammiano
- President Munter will meet with Supervisor's Aaron Peskin, Carmen Chu, and Ross Mirkirimi
- Commissioner Shorter will meet with Supervisor Chris Daly
- Commissioner Keehn will meet with Supervisor's Gerardo Sandoval and Sophie Maxwell

Commissioners request talking points for their meetings with the Supervisors. Commissioners further requested discussion on how to safeguard funding for the Department legislatively as we serve an important population.

Commissioners Shorter and Gulbengay agreed to work as an adhock committee to strategically discuss budget issues and explore the different options available and report back to the Commission. Commissioners discussed using the Family Violence Council as a resource as members of the Council work in various city departments' that serve the same clients.

Beverly Upton, Executive Director of the Domestic Violence Consortium, encouraged the adhoc committee to meet before the January 17 Family Violence Council meeting so that they can get feedback from the Council on possible outcomes. Ms. Upton reported that the community agencies have offered to meet Commissioners, members of the Board of Supervisors, and the Mayor to discuss the direct impact of the budget cuts.

### B. Proposed Charter Amendments on Women & Minorities on Commission

Executive Director Murase reviewed the proposed Charter Amendments by Supervisor McGoldrick to appoint more women to commissions, taskforces and boards for the City and County of San Francisco.

Commissioners requested a language change to continue to encourage more women to be appointed rather than making it a policy. Commissioner Shorter acknowledged the effort of Supervisor McGoldrick for taking an interest in having more women appointed policy bodies of the City and County of San Francisco. As reported by the Department at the November meeting, the Gender Analysis of Boards, Commissions and Taskforces revealed that many policy bodies should have a better representation of women.

Department staff reported that the city does not have a centralized location with vacancy information related to the appointed bodies in the City. It is important that this information be centralized and accessible to be able to have an accurate demographic profile of appointments. Department Staff has agreed to do a gender analysis of appointed bodies twice every mayoral term.

## VII. OLD BUSINESS

### A. Public comment on all matters pertaining to the Closed Session.

*No public comment.*

### B. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b):

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director, Emily Murase. Discussion.

## VIII. RECONVENE IN OPEN SESSION

The meeting was reconvened in Open Session at 7:30 PM.

**A.** Possible report on action taken in Closed Session. (Gov't Code section 54957.1(a)(2) and S.F. Admin. Code section 67.12(b)(2))
*Action:* **Not to disclose action taken in Closed Session.**
***m/s/c (Shorter/Evans/Unanimous)***
*No public comment.*

**B.** Vote to elect whether to disclose any or all discussions held in Closed Session. (S.F. Admin. Code section 67.12(a))
*Action:* **Not to disclose any discussions held in Closed Session.**
***m/s/c (Shorter/Evans/Unanimous)***
*No public comment.*

## IX. PUBLIC COMMENT

*No public comment.*

## X. ADJOURN

**Motion to adjourn meeting. m/s/c (Keehn/Munter/Unanimous).**

Meeting adjourned at 7:48 pm.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax. 415-252-2575 Also, to the extent possible, documents will be available on the COSW website at http://www.sfgov.org/cosw.

**Know Your Rights under the Sunshine Ordinance(Chapter 67 of the San Francisco Administrative Code)**

Government's duty is to serve the public, reaching its decision in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance, or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-7724. To obtain a free copy of the Sunshine Ordinance contact the Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4689, phone: 415-554-7724, fax 415-554-7854. Copies of the Sunshine Ordinance can also be obtained from the San Francisco Public Library and on the City's website at www.sfgov.org.

**Lobbyist Registration and Reporting Requirements**

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code § 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, phone: 415-252-3100, fax: 415-252-3112; web site: sfgov.org/ethics.

**City and County of San Francisco**

# Commission on the Status of Women

*Mayor Gavin Newsom*

3/08

**KATHERINE MUNTER**
President

**CAROLENE MARKS**
Vice President

**ANDREA EVANS**
Commissioner

**KAY GULBENGAY**
Commissioner

**DORKA KEEHN**
Commissioner

**JING XU LEE**
Commissioner

**ANDREA SHORTER**
Commissioner

***EMILY MURASE, PhD***
*Executive Director*

## COMMISSION MEETING AGENDA

**Wednesday, January 23, 2008**
**5:00 PM**
**City Hall, Room 408**
**San Francisco, CA 94102**

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***Theme: Accountability and Planning***

**Roster:**

*President Katherine Munter*
*Vice President Carolene Marks*
*Commissioner Andrea Evans*
*Commissioner Kay Gulbengay*
*Commissioner Dorka Keehn*
*Commissioner Jing Xu Lee*
*Commissioner Andrea Shorter*

***Total Estimated Meeting Time: 1 hrs 42 minutes***

**I. CALL TO ORDER/ AGENDA CHANGES** **DISCUSSION/ACTION** *3 min.*

Remarks by President

***Action: To approve the meeting agenda.***

**II. APPROVAL OF MINUTES** **DISCUSSION/ACTION** *3 min.*

Explanatory document – Draft Minutes from November 14 and December 13, 2007.

***Action: To approve draft minutes from November 14 and December 13, 2007.***

**III. EXECUTIVE DIRECTOR'S REPORT** **DISCUSSION** *5 min.*

**A. Executive Director's Report** **Executive Director Murase**

Explanatory document – The Executive Director's Report discusses the work of the Department along 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services.

**IV. CONSENT AGENDA** **DISCUSSION/ACTION** *5 min.*

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***Action: To approve the Consent Agenda.***

**A.** Resolution Recognizing February as African American Heritage Month
**B.** Resolution Recognizing the Friends of the Commission on the Status of Women Board of Directors
**C.** Resolution Recognizing Carmen Chu, Newest Member of the San Francisco Board of Supervisors

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| **V.** | **REPORTS** | **DISCUSSION/ACTION** | |
| **A.** | **Health** | **Vice President Marks** | *2 min.* |
| **B.** | **Justice & Courage** | **Commissioner Keehn** | *2 min.* |
| **C.** | **Violence Against Women Prevention and Intervention Grants Program** | **President Munter** | *2 min.* |
| **D.** | **Family Violence Council** | **Commissioner Evans** | *2 min.* |
| **E.** | **Girls Committee** | **Commissioner Shorter** | *2 min.* |
| **F.** | **Language Access** | **Commissioner Lee** | *2 min.* |
| **G.** | **CEDAW** | **Executive Director Murase** | *2 min.* |

## VI. NEW BUSINESS — DISCUSSION/ACTION

**A. CEDAW Private Sector Initiative** — **Commissioner Gulbengay and Department Staff** — *30 min.*

Commissioner Gulbengay and Department staff will provide an overview of the CEDAW Private Sector Initiative and will seek feedback from Commissioners.

**Action: Endorsing the collaboration with Calvert Asset Management and Verite.**

**B. Adoption of the Budget for FY08-09** — **Executive Director Murase** — *20 min.*

Executive Director Murase will review the proposed budget for FY08-09.

**Action: Adopt the budget for FY08-09.**

## VII. OLD BUSINESS — DISCUSSION/ACTION

**A. Update COSW Meeting Themes** — **Vice President Marks** — *10 min.*

Vice President Marks will lead a discussion on revisions to the proposed meeting themes for the Commission.

## VIII. PUBLIC COMMENT — DISCUSSION — *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## IX. ADJOURNMENT — ACTION — *1 min.*

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3/08

City and County of San Francisco

# Commission on the Status of Women

*Mayor Gavin Newsom*

**KATHERINE MUNTER**
**President**

**CAROLENE MARKS**
**Vice President**

**ANDREA EVANS**
**Commissioner**

**KAY GULBENGAY**
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**DORKA KEEHN**
**Commissioner**

**JING XU LEE**
**Commissioner**

**ANDREA SHORTER**
**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

## COMMISSION MEETING MINUTES

**Wednesday, January 23, 2008**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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| Members Present | Staff Present |
|---|---|
| Commissioner Andrea Evans | Executive Director Emily Murase, PhD |
| Commissioner Kay Gulbengay | Administrative Analyst Laura Marshall |
| Vice President Carolene Marks | Policy Analyst Anu Menon |
| President Katherine Munter | Senior Policy Analyst Ann Lehman |
| Commissioner Andrea Shorter | Policy Analyst Jill Tregor |
| | Commission Secretary Cynthia Vasquez |

Absent: Commissioner Dorka Keehn and Commissioner Jing Xu Lee

### I. CALL TO ORDER/AGENDA CHANGES

President Munter called the meeting to order at 5:10 pm and welcomed all present.

**Action: Approved agenda. m/s/c/ (Evans/Gulbengay/Unanimous)**

*No public comment.*

### II. APPROVAL OF MINUTES

**Action: Approved draft minutes from November 14, 2007.**
**m/s/c (Gulbengay/Evans/Unanimous)**

*No public comment.*

**Action: Approved amended draft minutes from December 13, 2007.**

Commissioner Shorter requested that the December 13 minutes reflect that the Girls Committee was on hiatus for the month of December.

**m/s/c (Shorter/Gulbengay/Unanimous)**

### III. EXECUTIVE DIRECTORS REPORT DISCUSSION

### A. Executive Directors Report

Dr. Murase referred Commissioners to her written report and thanked Commissioner Gulbengay for her work with the CEDAW Private Sector Initiative. Dr. Murase also thanked Department staff for their assistance and support with the "Women's Call to Conversation" health meeting scheduled for January 31.

### IV. CONSENT AGENDA

***All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.***

A. Resolution Recognizing February as African American Heritage Month

B. Resolution Recognizing the Friends of the Commission on the Status of Women Board of Directors

C. Resolution Recognizing Carmen Chu, Newest Member of the San Francisco Board of Supervisors

**Action: To approve the Consent Agenda.**
**m/s/c (Gulbengay/Evans/Unanimous)**
*No public comment.*

## V. REPORTS

### A. Health

Commissioner Marks reported that she traveled to Sacramento to work with legislators on the "Every Women Counts" initiative that provides free breast cancer screening. Commissioner Marks and Policy Analyst Jill Tregor are working with the Department of Public Health in planning a "Call to Conversation" on Women's Health that to be held on January 31 to discuss the work that is currently being done on women's health in San Francisco and the need to reinstate the Women's Health Coordinator, a position that was eliminated due to budget cuts several years ago.

### B. Justice & Courage

Policy Analyst Jill Tregor reported that the Justice & Courage Governance Committee has recommended that 3 candidates be approved for membership to the Justice & Courage Oversight Panel. Once approved by the Oversight Panel, these candidates will be come to the February meeting for Commission approval.

As a result of the findings of the Domestic Violence Victim Safety and Accountability Audit, the District Attorney's Office has restarted its Stalking Taskforce, and the Oversight Panel will have a seat on the taskforce.

### C. Violence Against Women Prevention and Intervention Grants Program

Dr. Murase reported that Grants Administrator Carol Sacco would be out of the office for a couple of weeks. Commissioners expressed their well wishes for Ms. Sacco. Currently the Human Rights Commission is reviewing the Request for Proposal (RFP). The Department hopes to release the RFP in mid-February.

### D. Family Violence Council

Dr. Murase reported that the Family Violence Council held its 2nd quarterly meeting on January 17. The meeting, held at the Courthouse thanks to the sponsorship of Court Commissioner Marge Slaybaugh, was very well attended. The Council voted to approve to fill the 3 open memberships with the Superintendent of SFUSD, the Public Defender, and the Director of Animal Care and Control. The Council also welcomed Catherine Dodd, the newly appointed Deputy Chief of Staff for Health and Human Services of the Mayor's Office.

### E. Girls Committee

Policy Analyst Anu Menon reported that the Girls Committee continues to work on the Girl's Services Directory and will meet in February after a brief hiatus. Ms. Menon reported that the Department is recruiting members for the 4 vacant seats and that she has outreached the SFUSD, youth groups, the ACLU, and the Center for Young Women's Development.

### F. Language Access and Association of California Commissions for Women

Commissioner Lee will provide a report at the February meeting.

### G. U.N. Convention to Eliminate All Forms of Discrimination Against Women (CEDAW)

Dr. Murase reported that as part of the CEDAW Private Sector Initiative, on Department Staff met with Calvert Asset Management and Verite on January 17 and 18 and a full report would be given tonight.

## VI. NEW BUSINESS

### A. CEDAW Private Sector Initiative

Policy Analyst Ann Lehman, Policy Analyst Anu Menon, Commissioner Gulbengay and Dr. Murase met with Calvert Asset Management and Verite to discuss implementing CEDAW in the private sector. Based in Washington D.C. Calvert is a major mutual funds company internationally recognized for its leadership on corporate social responsibility. Verite, based in Massachusetts, is an international human rights monitoring organization. In June 2004, Calvert, in partnership with the United Nations Development Fund for Women launched the Calvert Women's Principles, a global code of corporate conduct focused on empowering, advancing, and investing in women worldwide. Calvert was very interested in partnering with the Department in order to road test implementation of the Principles in the private sector.

Ms. Lehman and Ms. Menon reviewed the Gender Equality Principles for Private Enterprises.

1. **Employment and Compensation** - Adopting and implementing employment policies and practices that eliminate gender discrimination including recruitment, hiring, pay, and promotion.
2. **Work-life balance and career development** - Adopting and implementing policies and practices that enable work-life balance, education, and career and vocational development.
3. **Health, safety, and freedom from violence** - Adopting policies and procedures to secure the health, safety, and well being of workers.
4. **Management and governance** - Adopting and implementing policies to ensure equitable participation in management and governance.
5. **Business, supply chain, and marketing practices** - Adopting and implementing non-discriminatory business, supply chain, contracting, and marketing policies and practices.
6. **Civic and community engagement** - Adopting and implementing policies to promote equitable participation in civic life and freedom from all forms of discrimination and exploitation.
7. **Transparency and accountability** - Take concrete steps to attain gender equality in their operations and in their business and stakeholder relationships by adopting and implementing polices that are publicly disclosed and monitored.

These Principles will be accompanied by indicators that measure among companies who sign onto the Principles. The Department will convene these companies regularly to provide peer support and networking focused on implementing the Gender Equality Principals.

Calvert, Verite, and the Department will send out a joint letter to various companies announcing the collaboration and the Gender Equality Initiative for the Private Sector. Through the various contacts of these partners, a diverse selection of companies is expected to participate. The Department hopes to have a private sector roundtable event in May.

Commissioners discussed the significance of this initiative and expressed their wish that San Francisco-based companies participate. Commissioners also expressed concern over the subjectivity of some of the principles as a possible barrier for companies to sign-on. Dr. Murase explained that this is a pilot program that will be constantly refined during the initial implementation.

**Action: Approved endorsing the collaboration with Calvert Asset Management and Verite. m/s/c (Shorter/Marks//Unanimous)**

Chivy Sok, Executive Director of Women's Institute of Leadership Development for Human Rights (WILD) expressed her gratitude to the Commission and the Department for taking these principles and making them concrete for a variety of contexts, beyond local government. San Francisco has always been the leader in CEDAW implementation, and this initiative will only continue the advancement of CEDAW. Ms. Sok volunteered to assist the Department with this initiative. Ms. Sok also announced that WILD is in the process of producing a 10-year report on CEDAW implementation in San Francisco and hopes to have the report ready by February. WILD would like to partner with the Department in the release of the report.

Commissioner Shorter thanked Chivy for WILD's leadership in San Francisco and expressed her wish that the work that is being done in San Francisco be replicated in other parts of the nation.

**B. Adoption of the Budget for FY08-09**
Dr. Murase reviewed the proposed budget for fiscal year 2008-2009 (FY08-09). She explained that in order to meet mandated budget reduction targets, the Department would need to reduce staffing by 7% and cut direct services by 6%. Commissioners were asked to approve mid-year cuts that were carefully designed so as not to impact exciting grantees.

Dr. Murase reported that, given the long list of budget cuts across departments, the Department will ask the Mayor to do a gender analysis of these cuts in order to identify their impact on women, minorities, and other groups.

Commissioners expressed their concerns the proposed cuts could possibly cripple the Department. President Munter emphasized the importance of the services provided by the Department and how the Commission is charter mandated to serve the women and girls of San Francisco. Commissioner Shorter expressed how important it is to meet with the Mayor and his staff to explain the disastrous effects of the cuts. Commissioner Gulbengay explained that it is very important to show the number of women and girls being served by the Department. Commissioners agreed that this is a key opportunity to showcase the important work that is being done with the CEDAW Private Sector Initiative, the work of the Justice and Courage Oversight Panel, and the impact that the Department's work is having in the city's response to domestic violence.

Commissioners agreed that President Munter should send a statement to the Mayor's Office on behalf of the Commission explaining the Commission's position on the budget cuts.
**Action: Approve proposed mid-year cuts as they will not affect existing contracts for the Violence Against Women Prevention/Intervention Grants Program.**
**m/s/c (Marks/Munter/Shorter Opposed/Approved)**
*No public comment.*

**Action: Not to approve the proposed FY08-09 budget as cuts to the Department will have a damaging effect on serving the needs of the women and girls of San Francisco.**
**m/s/c (Shorter/Munter/Gulbengay Opposed/Approved)**
*No public comment.*

Commissioner Gulbengay requested clarification of what budget will be submitted to the Mayor's Office and the Board of Supervisors. Dr. Murase explained that historically the Commission has not approved the proposed budget to reflect its objection to cuts to the Department budget, but that a budget including the cuts would be forwarded to the Mayor's Office and the Board of Supervisors.

**Action: To reconsider the previous motion.**
**m/s/c/ (Shorter/Munter/Unanimous)**
*No public comment.*

**Action: Not to approve the proposed FY08-09 budget.**
**m/s/c (Shorter/Munter/Unanimous)**
*No public comment.*

## VII. OLD BUSINESS

### A. Update Commission Meeting Themes

Dr. Murase explained that in conversation with President Munter and Vice President Marks, they have determined that it would be beneficial to the Commission to have presentations on existing work that is being done by the Department. President Munter explained that such presentations would provide Commissioners information to be better advocates for the Department.

Vice President Marks requested that agendas be circulated to Commissioners 3 weeks in advance to allow Commissioners to provide input.

## VIII. PUBLIC COMMENT

*No public comment.*

## IX. ADJOURN

**Motion to adjourn meeting. m/s/c (Marks/Shorter/Unanimous)**

Meeting adjourned at 7:20 pm.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

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**City and County of San Francisco**
# Commission on the Status of Women
*Mayor Gavin Newsom*

**KATHERINE MUNTER**
**President**

**CAROLENE MARKS**
**Vice President**

**NICKY CALMA**
**Commissioner**

**KAY GULBENGAY**
**Commissioner**

**DORKA KEEHN**
**Commissioner**

**JING XU LEE**
**Commissioner**

**ANDREA SHORTER**
**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

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/27/08

## COMMISSION MEETING AGENDA

**Wednesday, February 27, 2008**
**5:00 PM**
**City Hall, Room 408**
**San Francisco, CA 94102**

*Theme: Accountability and Planning*

**Roster:**
*President Katherine Munter*
*Vice President Carolene Marks*
*Commissioner Nicky Calma*
*Commissioner Kay Gulbengay*
*Commissioner Dorka Keehn*
*Commissioner Jing Xu Lee*
*Commissioner Andrea Shorter*

*Total Estimated Meeting Time: 2 hrs 0 minutes*

### I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *3 min.*

Remarks by President
***Action: To approve the meeting agenda.***

### II. APPROVAL OF MINUTES — DISCUSSION/ACTION — *3 min.*

Explanatory document – Draft Minutes from January 23, 2008.
***Action: To approve draft minutes from January 23, 2008.***

### III. EXECUTIVE DIRECTOR'S REPORT — DISCUSSION — *5 min.*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document – The Executive Director's Report discusses the work of the Department along 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services.

### IV. CONSENT AGENDA — DISCUSSION/ACTION — *5 min.*

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*
***Action: To approve the Consent Agenda.***

A. **Resolution Recognizing the Launch of the International Museum of Women's Global Online Exhibit "Women, Power, Politics"**
B. **Resolution Recognizing Alicia Boccellari, Recipient of the 2008 Heroes and Heart Award.**
C. **Resolution Recognizing the 2008 Women's History Month Honorees**
D. **Resolution Recognizing the Dedicated Service of Andrea Evans**

**VI. OLD BUSINESS** **DISCUSSION/ACTION**

**A. Update on the San Francisco Childcare Planning Council Needs Assessment** **Michele Rutherford** *10 min.*

Michele Rutherford, Program Manager of Child Care Policy and Planning with the Human Services Agency, will provide an update on the Needs Assessment based on community feedback and the impact of the State budget cuts.

**B. First 5 Presentation** **Laurel Kloomok** *10 min.*

Laurel Kloomok, Executive Director, will provide an overview of the services provided to children and families in San Francisco.

**VII. NEW BUSINESS** **DISCUSSION/ACTION**

**A. Strategic Planning** **Discussion**

Commissioners will review progress to date on priorities identified in the Strategic Plan. *10 min.*

1. **Health** **Vice President Marks** *10 min.*
2. **Justice & Courage** **Commissioner Keehn** *10 min.*

***Action: To approve the recommendation of the Justice and Courage Oversight Panel to appoint Kathy Black, Dr. Mary Cavanaugh, and Allyson Hauck to a two year term ending on January 20, 2010 on the Oversight Panel.***

3. **Violence Against Women Prevention and Intervention Grants Program** **President Munter** *10 min.*
4. **Girls Committee** **Commissioner Shorter** *10 min.*
5. **Language Access/Association of California Commissions for Women** **Commissioner Lee** *10 min.*
6. **CEDAW** **Commissioner Gulbengay** *10 min.*

**B. Community Meeting Location** *8 min.*

Commissioners will discuss location for May Commission community meeting.

**VIII. PUBLIC COMMENT** **DISCUSSION** *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

**IX. ADJOURNMENT** **ACTION** *1 min.*

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City and County of San Francisco
Commission on the Status of Women
*Mayor Gavin Newsom*

7/08

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**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

**COMMISSION MEETING MINUTES**
**Wednesday, February 27, 2008**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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| Members Present | Staff Present |
|---|---|
| Commissioner Nicky Calma | Executive Director Emily Murase, PhD |
| Commissioner Dorka Keehn | Administrative Analyst Laura Marshall |
| Commissioner Jing Xu Lee (5:15) | Senior Policy Analyst Ann Lehman |
| Vice President Carolene Marks | Policy Analyst Jill Tregor |
| President Katherine Munter | Commission Secretary Cynthia Vasquez |
| Commissioner Andrea Shorter | |

Excused: Absent: Commissioner Kay Gulbengay

## I. CALL TO ORDER/AGENDA CHANGES

President Munter called the meeting to order at 5:10 pm and welcomed the newly appointed Commissioner Nicky Calma.

**Action: Approved agenda. m/s/c/ (Munter/Keehn/Unanimous)**

*No public comment.*

## II. APPROVAL OF MINUTES

**Action: Approved draft minutes from January 23, 2008.**
**m/s/c (Keehn/Shorter/Unanimous)**

*No public comment.*

## III. EXECUTIVE DIRECTORS REPORT DISCUSSION

### A. Executive Directors Report

Dr. Murase referred Commissioners to her written report and announced that the Board of Supervisors had unanimously approved the proposed charter amendment promoting the appointment of women, minorities and people with disabilities serving on appointed bodies. Dr. Murase announced that the first session of the Domestic Violence Cross-Training Institute would begin on March 11 and encouraged Commissioners to attend a session to view first hand the beneficial training that is being provided to the criminal justice system of San Francisco. Dr. Murase announced that there will be a Women's History Month Event that the Department will hold with the Board of Supervisors on March 4, with further information to be forthcoming.

Dr. Murase reported that she met with the may and he believes that gender analysis' should be done for all City Departments however, at this time because there is not a final figure on what the upcoming budget will be it would be very difficult. Department staff will be working wit the budget staff to provide trainings on conducting gender analysis. The Department hopes to mainstream the gender analysis into the budget process in the future.

## IV. CONSENT AGENDA

***All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.***

**A. Resolution Recognizing the Launch of the International Museum of Women's Global Online Exhibit "Women, Power, Politics"**
**B. Resolution Recognizing Alicia Boccellari, Recipient of the 2008 Heroes and Heart Award.**
**C. Resolution Recognizing the 2008 Women's History Month Honorees**
**D. Resolution Recognizing the Dedicated Service of Andrea Evans**

**Action: To approve the Consent Agenda.**
**m/s/c (Shorter/Keehn/Unanimous)**
*No public comment.*

Dr. Murase sent regards from Alicia Boccellari who had hoped to make the evenings meetings and thanked the Commission for such an honor.

Chris Yelton, CEO of the International Museum of Women's, expressed her gratitude to the Commission for honoring the launch of the Global online exhibition "Women, Power and Politics". The online exhibition is available 24 hours a day 7 days a week and is free, which includes stories, videos and pod casts of women claiming and exercising their power to raise awareness, spark conversations and inspire women to take action in their own communities.

Andrea Evans thanked the Commissioners for all the work that they have done and continue to do. Ms. Evans expressed her gratitude of being able to work with such a great group of women and hopes to continue to work with the Commission in the future.

Beverly Upton, Executive Director of the Domestic Violence Consortium, thanked Ms. Evans for her leadership with the revival of the Family Violence Council and expressed how significant Ms. Evans roll has been with the Council.

## V. OLD BUSINESS

### A. Update on the San Francisco Childcare Planning Council Needs Assessment

Michele Rutherford, Program Manager of Child Care Policy and Planning with the Human Services Agency reviewed the San Francisco Child Care Needs Assessment 2007. Ms. Rutherford suggested inviting services providers to come before the Commission Based on the Governor's January Budget Proposals the impact of State budget cuts would be as follows:

- 500 San Francisco Children will be impacted
- After school cuts will impact nearly 200 children
- Will negatively impact progress to improve safety/quality of child care reducing visits to every 7 years

Ms. Rutherford reviewed the following areas in the report:

- Capacity
- Unmet Needs
- Centralized Eligibility List
- Parent Choice- R&R Survey: Location of Care
- Important Factor in Choosing Care

- Type of Care Used with Vouchers Summary
- Type of care Parents are using for all Voucher Programs
- Strategies
- Workforce:
  - Number of Center Workforce Participants
  - Family Child Care ECE Workforce Summary
  - Making Ends Meet
  - Compensation Rates of ECE Hourly Wages
  - Compensation Rates of Hourly Wages of Center Staff
- Preschool for All Enrollment by Zip Code
- Continuing Subsidy

Ms. Rutherford reported that overall the City continues to increase capacity, despite no growth in child population. There has been an overall decreased subsidy access as of 2006.

The Commission can help by having service providers present what obstacles they face since they are the one's providing direct services. The Commission can also support bills that increase funding for services provided to children as well as send a letter on behalf of the Commission to local representatives supporting increase funding for childcare providers.

Commissioners thanked Ms. Rutherford for her presentation and expressed their continued support in providing childcare to children in San Francisco.

**B. First 5 Presentation**

Laurel Kloomok, Executive Director of First 5 explained that First 5 promotes and improves the development of children from prenatal to 5 years of age. First 5 adopted a Strategic Plan to guide its activities that include:

- Improved Family Functioning
- Improved Child Health
- Enhanced Child Development
- Improved Systems of Care

First 5 has two funding streams:

- Proposition 10 - Which is that $.50-per-pack tax on cigarettes will fund early childhood development and anti-tobacco education programs statewide.
- Proposition H - Which provides $10 million per year to fund universal Pre-K

Ms. Kloomok reviewed common themes which are:

- Addresses the needs of children with special needs and their families
- Addresses the needs of monolingual immigrant families.
- Improves school readiness, early literacy and transition to kindergarten and work to close the achievement gaps.
- Promotes social emotionally well being of children and their families.
- Increases parent engagement and leadership development.
- Expands utilization of and access to health insurance, screenings and assessments and to other public benefits.
- Address professional development and workforce development.
- Builds upon past history of successful investments, especially in early care & homeless families.
- Builds upon parent input and ideas.
- Offers strong partnership opportunities with other departments especially SFUSD, DCYF and HSA.
- Develops policy and advocacy platforms to influence key policy issues.
- Addresses not just current but projected future challenges for families and young children.

Ms. Kloomok expressed how important it is to continue to support families in San Francisco as it is instrumental to keeping families in the City.

Commissioners expressed how important it is to improve the pay range for service provides in this field as they are providing essential services to the families of San Francisco.

## VI. NEW BUSINESS

### A. Strategic Planning

#### 1. Health

Commissioner Marks reported that she continues to work with the Department of Public Health in discussing how to reinstate the Women's Health Coordinator, a position that was eliminated due to budget cuts several years ago. Commissioner Marks is waiting to receive a report from the January 31 "Call to Conversation" on Women's Health which would highlight what work is being done on women's health in San Francisco and what needs aren't currently being met. Commissioner Marks continues to sit on the Healthy San Francisco Advisory Committee that oversees the implementation of San Francisco's universal health care access plan. Commissioner Marks would like to follow up with the service providers who attended the African American Breast Cancer town hall and discuss next steps.

Dr. Murase explained that due to budget constraints and mid-year cuts that the Department eliminated the part time position that was dedicated to health issues, however the Department would need a full time employee dedicated to health to continue to work on health issues.

#### 2. Justice & Courage

Commissioner Keehn reported that the Justice and Courage Oversight Panel are focusing on the implementation of the Safety and Accountability recommendations. Commissioner Keehn also reported that the Oversight Panel has developed a 3 year strategic plan. Department Staff continues to attend the Stalking Task Force that was recently reactivated by the District Attorney. Department Staff also participates in the JUSTIS meetings and continues to work to have the JUSTIS program available to the San Francisco Police Department. Commissioner Keehn announced that Chief Joanne Woodward will be leaving the Adult Probation Department and expressed how Chief Woodward had been instrumental in the implementation of the Safety Audits recommendations. The Justice & Courage Governance Committee has recommended that Kathy Black, Dr. Mary Cavanaugh, and Allyson Hauck be appointed to the Justice and Courage Oversight Panel.

**Action: To approve the recommendation of the Justice and Courage Oversight Panel to appoint Kathy Black, Dr. Mary Cavanaugh, and Allyson Hauck to a two year term ending on January 20, 2010 on the Oversight Panel.**
**m/s/c (Munter/Shorter/Unanimous)**

Kathy Black and Allyson Hauck both expressed their enthusiasm of working with the Oversight Panel.

#### 3. Violence Against Women Prevention and Intervention Grants Program

Grants Administrator Carol Sacco reported that the Department has released the Request for Qualifications (RFQ) for the Violence Against Women Prevention an Intervention Grants Program which is for a 3 year funding cycle. Applications/proposals are due to the Department by Friday, March 21st by 4:00 pm. A bidder's conference will be held on February 28th with the location still to be determined. The Department is currently looking for possible candidates to sit on the Review Panel and welcomed any recommendations from the Commission. Review Panel members will have 2 weeks to review and independently score proposals and attend a Review Panel meeting to discuss the proposals and agree on final recommendations. The Review Panel’s recommendations will then be submitted to the

Commission's at the April meeting. Once the recommendations have been approved by the Commission the Department will prepare contracts and funding will begin on July 1.

Ms. Sacco reported that she continues to participate in the City-wide Non-Profit Fiscal and Compliance Monitoring Committee were she is currently reviewing two currently funded agencies, Asian Women's Shelter and Bay Area Legal Aid and she will participate in 5 joint monitoring site visits.

### 4. Family Violence Council

The 3 Co-Chairs of the Family Violence Council will provide an update at the March Commission meeting. The next meeting of the Council will be held on Thursday, April 17.

### 5. Girls Committee

Commissioner Shorter reported that the Girls Committee continues to work on the Girl's Services Directory and hopes to have it printed by Assemblywomen Fiona Ma's office in the coming month. The Department is still actively recruiting for the 4 vacant positions. The Committee has not done much work on sexual harassment but will continue to have it as a goal for the upcoming year.

The Department is helping the Juvenile Probation Department convene a meeting of community based organizations who have participated on the Girls Unit Task Force to Help Juvenile Probation create and implement a strategy for the Girls Unit based an a report done by the city of Chicago.

Commissioner Shorter thanked Policy Analyst Anu Menon for her leadership with the Girls Committee.

### 6. Language Access and Association of California Commissions for Women

Commissioner Lee reported that she has had the Departments website translated into Chinese and will be meeting with the Office of Language Services to discuss the technical support and cost of translating the website. Dr. Murase reported that the City is in the process of finalizing a contract to translate 11 identified large departments' websites into other languages. Dr. Murase has requested that the Office of Language Services look at how smaller departments can possibly work under together under one contract to have access to translation services.

Commission Secretary Cynthia Vasquez reported that she attended the February meeting of the Association of California Commissions for Women (ACCW) in Marin. The ACCW was tentatively going to hold a convention in Los Angeles in June, however due to a turn over in Officers; the convention would now turn into a retreat that will be held in November. Ms. Vasquez has volunteered to be the Chair of the planning committee for the November retreat and will meet with current ACCW Officers to discuss possibly becoming an officer.

### 7. U.N. Convention to Eliminate All Forms of Discrimination Against Women (CEDAW)

Policy Analyst Ann Lehman reported that Department Staff followed up on revising what is now called the San Francisco Gender Equity Principles for the Private Sector and continue discussions with Calvert and Verité. The Department is currently looking to get suggestions for private sector entities the Department should approach to participate in the launch of the initiative. Ms. Lehman agreed to follow up with Commissioners for contacts.

### B. Community Meeting Location

Commissioners agree to carry this item forward to the March Commission meeting.

## VII. PUBLIC COMMENT

*No public comment.*

## IX. ADJOURN

**Motion to adjourn meeting. m/s/c (Marks/Shorter/Unanimous)**

Meeting adjourned at 7:35 pm.

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***Executive Director***

# COMMISSION MEETING AGENDA

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**Wednesday, March 26, 2008**
**5:00 PM**
**City Hall, Room 408**
**San Francisco, CA 94102**

**Roster:**
*President Katherine Munter*
*Vice President Carolene Marks*
*Commissioner Nicky Calma*
*Commissioner Kay Gulbengay*
*Commissioner Dorka Keehn*
*Commissioner Jing Xu Lee*
*Commissioner Andrea Shorter*

***Total Estimated Meeting Time: 1 hr 30 minutes***

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**I. CALL TO ORDER/ AGENDA CHANGES** **DISCUSSION/ACTION** *3 min.*
Remarks by President
***Action: To approve the meeting agenda.***

**II. APPROVAL OF MINUTES** **DISCUSSION/ACTION** *3 min.*
Explanatory document – Draft Minutes from February 27, 2008.
***Action: To approve draft minutes from February 27, 2008.***

**III. EXECUTIVE DIRECTOR'S REPORT** **DISCUSSION** *5 min.*

**A. Executive Director's Report** **Executive Director Murase**
Explanatory document – The Executive Director's Report discusses the work of the Department along 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services.

**IV. CONSENT AGENDA** **DISCUSSION/ACTION** *5 min.*
*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*
***Action: To approve the Consent Agenda.***

**A. Resolution Marking April as Child Abuse Prevention Month**
**B. Resolution Marking April 22 as Equal Pay Day**
**C. Resolution Endorsing the 5th Annual UN World Conference on Women for 2012**

**V. OLD BUSINESS** **Commissioner Shorter** *10 min.*
***Action:*** *To approved Sara Lin and Nancy Xu as members of the Girls Committee.*
***Action:*** *To adopt resolutions honoring the Girls Committee members.*

## VI. NEW BUSINESS DISCUSSION/ACTION

**A. Batterers Intervention Programs Best Practices** **Dr. Mary Cavanaugh** *30 min.*
Dr. Mary Cavanaugh of UC Berkeley, a new member of the Justice & Courage Oversight Panel and a nationally recognized expert in the field of batterer's intervention programs, will explore the state of programs and practices that address batterers.

**B. Status of Women Report** **Senior Policy Analyst Ann Lehman** *20 min.*
Ms. Lehman will facilitate a discussion about key elements to be included in the report.

**C. Community Meeting Location** **Vice President Carolene Marks** *8 min.*
Commissioners will discuss location for May Commission community meeting.

## VII. PUBLIC COMMENT DISCUSSION *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## VIII. ADJOURNMENT ACTION *1 min.*

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City and County of San Francisco

# Commission on the Status of Women

*Mayor Gavin Newsom*

**KATHERINE MUNTER**
**President**

**CAROLENE MARKS**
**Vice President**

**NICKY CALMA**
**Commissioner**

**KAY GULBENGAY**
**Commissioner**

**DORKA KEEHN**
**Commissioner**

**JING XU LEE**
**Commissioner**

**ANDREA SHORTER**
**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

5
2
26/08

## COMMISSION MEETING MINUTES

**Wednesday, March 26, 2008**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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| **Members Present** | **Staff Present** |
|---|---|
| Commissioner Nicky Calma | Administrative Analyst Laura Marshall |
| Commissioner Kay Gulbengay | Policy Analyst Anu Menon |
| Commissioner Dorka Keehn | Senior Policy Analyst Ann Lehman |
| Commissioner Jing Xu Lee (5:15) | Policy Analyst Jill Tregor |
| Vice President Carolene Marks | Grants Administrator Carol Sacco |
| Commissioner Andrea Shorter | Commission Secretary Cynthia Vasquez |

Excused: President Katherine Munter

### I. CALL TO ORDER/AGENDA CHANGES

Vice President Marks called the meeting to order at 5:00 pm and welcomed all present.

**Action: Approved agenda. m/s/c/ (Gulbengay/Keehn/Unanimous)**

*No public comment.*

### II. APPROVAL OF MINUTES

**Action: Approved draft minutes from February 27, 2008.**

Commissioner Shorter requested that the February 27 minutes reflect the work of the Girls Committee to date.

**Action: Approved amended draft minutes from February 27, 2008.**
**m/s/c/ (Keehn/Shorter/Unanimous)**

### III. EXECUTIVE DIRECTORS REPORT DISCUSSION

#### A. Executive Directors Report

Policy Analyst referred Commissioners to Dr. Murase's written report and thanked the Department staff for their support in the absence of Dr. Murase. Ms. Tregor reported that the Department received over 40 applications for the Request for Proposals. An expert review panel will review the applications and make recommendations at the April Commission meeting. Ms. Tregor announced that the March 4 celebration of Women's History Month was a success and thanked Department staff and Commissioners for their assistance.

Ms. Tregor reported that due to the City's $300 million deficit, the Mayor has requested that all departments submit an additional 8% salary reduction. Staff has been in touch will Dr. Murase and she will provide an update at the April Commission meeting.

Commissioner Gulbengay acknowledged Francis Tang and Jason Chan with the Mayor's Office who were present. Commissioner Gulbengay explained that the City has faced large budget deficits in the past and that the Board of Supervisors are working to introduce legislation to help the current deficit.

Commissioners discussed their concerns of the department possibly facing a staffing reduction and the impact it will have on the current projects being handled by the Department. Commissioners welcome further discussion of the current budget outlook upon Dr. Murase's return.

## IV. CONSENT AGENDA

***All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.***

A. Resolution Marking April as Child Abuse Prevention Month
B. Resolution Marking April 22 as Equal Pay Day
C. Resolution Endorsing the 5th Annual UN World Conference on Women for 2012

Commissioner Shorter requested that the consent agenda be approved in the spirit of Women's History Month.

**Action: To approve the Consent Agenda in the spirit of Women's History Month.**
**m/s/c (Shorter/Keehn/Unanimous)**
*No public comment.*

## V. OLD BUSINESS

### A. Girl Committee Members

Commissioner Shorter introduced Nancy Xu a Junior at Lowell High School who has been recommended as a new member of the Girls Committee. Nancy explained that she is interested in joining the Girls Committee because she would like to make a difference in her community and for girls in San Francisco. She looks forward to working with the Girls Committee.

Vice President Marks thanked Policy Analyst Anu Menon and Commissioner Shorter for their dedication to the Girls Committee as they are the future.

**Action: To approve Sara Lin and Nancy Xu as members of the Girls Committee.**
**m/s/c (Keehn/Gulbengay/Unanimous)**
*No public comment.*

**Action: To approve resolutions honoring the Girls Committee members.**
**m/s/c (Shorter/Keehn/Unanimous)**
*No public comment.*

## VI. NEW BUSINESS

### A. Batters Intervention Programs Best Practices

Dr. Mary Cavanaugh of UC Berkeley, a new member of the Justice & Courage Oversight Panel and a nationally recognized expert in the field of batterer's intervention program, reviewed existing batterer's treatment programs. Dr. Cavanaugh explained that group counseling is the most widely-used approach for batters. Approximately 90% of state treatment mandates include group intervention as the most appropriate modality; however there is no scientific evidence that supports that the group approach is better than another. It is unfortunate but some batterers become even more dangerous once they have gone to jail or have received treatment. There is also no assessment or evaluations of the batterers when entering programs which in turn does not allow anyone to assess the level of criminal behavior or the impact of the treatment.

Dr. Cavanaugh suggested that more money needs to be allocated to intervention as well as secondary evaluation to determine the effectiveness of the treatment. She reported that 60% of batterers will drop out of intervention programs.

Commissioner Keehn reported that in the majority of deaths that are linked to domestic violence, the batterers have already gone through treatment programs.

Commissioner Shorter suggested looking at new ideas of how to deal with batterers since what is currently being does not seem to be working towards reducing the incidence of domestic violence.

### B. Status of Women Report

Policy Analyst Ann Lehman explained that the Department will be producing a report on the status of women and girls in San Francisco and would like input from the Commissioners on what should be included in the report. In 1996, the Department produced a report on the status of women and girls in San Francisco and, in 2003, an updated report was done on the status of girls. Ms. Lehman explained that the Department is looking at reports done by the Institute for Women's Policy Research, Sonoma County, Santa Clara County and the city of Chicago all to determine what essential data should be included in the report.

Commissioners discussed how long it has been since a report was done and how important it is to aggregate data on women and girls in San Francisco. Commissioner Shorter emphasized the importance of a full report on women and girls, not only about domestic violence but also what is being done to serve the women and girls of the City. Commissioner Keehn suggested possibly using a grading system when writing the report in order to see what is working and what is not.

Staff identified the following areas to research by collecting disaggregated data:

- Rape data
- DV cases
- Public housing and Section 8
- Women owned businesses
- Women on corporate boards
- High school graduates
- Beyond high school
- Health insurance
- Disease rates
- Homelessness
- Elder women
- Incarceration rates
- Detailed job analysis
- Income levels
- Athletic participation
- % of City services
- Languages access
- Crimes against women
- Voting trends
- STD/HIV
- Family rates structures

Commissioners identified the following additional areas as topics that should be covered:

- Employment earnings
- Healthcare
- Housing
- Women in politics

- Access to loans for homes and families
- Keeping families in San Francisco
- How livable is San Francisco for women
- Elder services

Ann reported that the steps to creating the report would be as follows:

- Step 1: Planning the Report
  - ☐ Creating and advisory committee
  - ☐ Finding funding
  - ☐ Developing a timeline and workplan
  - ☐ Developing the structure and organization of the report
- Step 2: Data collection on indicators of women's status
- Step 3: Data interpretation and analysis
- Step 4: Report narrative drafting
- Step 5: Data presentation
- Step 6: Disseminating and using the report

Commissioners suggested that once the report has been completed, a media plan should be developed. Ms. Lehman explained that the next step will be to create an advisory Committee so that Partner Agencies, the Commission, the Department, and public will have input on the report. Commissioner Calma suggested setting up a timeline to know how long the entire process will take.

### C. Community Meeting Location

Vice President Marks welcomed suggestions from Commissioners for the location of the May Commission meeting that will be held out in the community. Commissioners suggested holding the meeting in a community in one of the following districts:

- Ingleside
- Castro
- Sunset

Commissioner Gulbengay suggested the Irish Community Center in the Sunset and would provide the contact information to Commission Secretary Cynthia Vasquez. Ms. Tregor emphasized that due to mid-year budget cuts, the Department has limited staff to do outreach to the community were the meeting will be held.

## VII. ANNOUNCEMENTS/PUBLIC COMMENT

Ms. Lehman announced that, on March 28, the Department will meet with Calvert and Verite to discuss what companies should be invited to partner with us for the CEDAW Private Sector Initiative. Ms. Lehman requested any contacts that Commissioners may have.

Ms. Lehman reported the Department is working with the Controller's Office to conduct a gender analysis of the Human Services Agency (HSA), to determine the impact of state budget cuts.

Natalia Rivera with Mission Neighborhood Center/Mission Girls (MNC) explained that she has brought some of the girls that receive services at MNC to provide testimony of the various services funded by the Department. Amanda Valtierra, Edith Coral, and Mariela Castillo, all seniors at International Studies Academy, explained that MNC provides them services that are not accessible at their school. MNC provides these young women mentoring services, focus groups on topics that affect young women, and homework assistance.

## VIII. ADJOURN

**Motion to adjourn meeting. m/s/c (Marks/Shorter/Unanimous).**

Meeting adjourned at 6:35 pm.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575 Also, to the extent possible, documents will be available on the COSW website at http://www.sfgov.org/cosw.

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City and County of San Francisco

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**ANDREA SHORTER**
**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

## COMMISSION MEETING AGENDA

**Wednesday, April 23, 2008**
**5:00 PM**
**City Hall, Room 408**
**San Francisco, CA 94102**

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**Roster:**

*President Katherine Munter*
*Vice President Carolene Marks*
*Commissioner Nicky Calma*
*Commissioner Kay Gulbengay*
*Commissioner Dorka Keehn*
*Commissioner Jing Xu Lee*
*Commissioner Andrea Shorter*

***Total Estimated Meeting Time:*** *1 hr 32 minutes*

85
23/08

**I. CALL TO ORDER/ AGENDA CHANGES** — **DISCUSSION/ACTION** — *3 min.*

Remarks by President

***Action: To approve the meeting agenda.***

**II. APPROVAL OF MINUTES** — **DISCUSSION/ACTION** — *3 min.*

Explanatory document – Draft Minutes from March 26, 2008.

***Action: To approve draft minutes from March 26, 2008.***

**III. EXECUTIVE DIRECTOR'S REPORT** — **DISCUSSION** — *5 min.*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document – The Executive Director's Report discusses the work of the Department along 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services.

**IV. CONSENT AGENDA** — **DISCUSSION/ACTION** — *5 min.*

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*Action: To approve the Consent Agenda.*

**A. Resolution Recognizing Women's Initiative for Self Employment's 20th Anniversary**
**B. Resolution Recognizing the YWCA of San Francisco and Marin for 130 Years of Service**
**C. Resolution Recognizing Leadership California on the Occasion of its Annual Awards Dinner**
**D. Resolution Recognizing Asian Women's Shelter on the Occasion of its 20th Anniversary**
**E. Resolution Recognizing NAWBO San Francisco on the Occasion of its "Leaders and Legends" Luncheon**

## V. NEW BUSINESS DISCUSSION/ACTION

A. Violence Against Women (VAW) Programs President Munter

**1. Funding Committee Recommendations President Munter** *20 min.*
Based on input from the VAW Review Panel, the VAW Funding Committee will submit recommendations for the VAW Prevention and Intervention Grants Program for the 2008-2011 funding period.

**2. Public Comment** *50 min.*

**3. Action: To approve the funding allocation of the VAW Grants Program for the 3-year funding cycle beginning FY 08-09.**

## VI. PUBLIC COMMENT DISCUSSION *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## VII. ADJOURNMENT ACTION *1 min.*

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## COMMISSION MEETING MINUTES

**Wednesday, April 23, 2008**
**5:00 PM**
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**San Francisco, CA 94102**

| **Members Present** | **Staff Present** |
|---|---|
| President Katherine Munter | Executive Director Emily Murase, PhD |
| Vice President Marks (by phone) | Administrative Analyst Laura Marshall |
| Commissioner Nicky Calma | Policy Analyst Anu Menon |
| Commissioner Dorka Keehn | Policy Analyst Jill Tregor |
| Commissioner Andrea Shorter | Grants Administrator Carol Sacco |
| | Commission Secretary Cynthia Vasquez |

Excused: Commissioner Gulbengay, Commissioner Lee,

### I. CALL TO ORDER/AGENDA CHANGES

Vice President Marks called the meeting to order at 5:07 pm and welcomed all present.

**Action: Approved agenda. m/s/c/ (Keehn/Munter/Unanimous)**

*No public comment.*

### II. APPROVAL OF MINUTES

**Action: Approved draft minutes from March 26, 2008.**
**m/s/c/ (Keehn/Munter/Unanimous)**

### III. EXECUTIVE DIRECTORS REPORT DISCUSSION

**A. Executive Directors Report**

Dr. Murase referred Commissioners to her written report and announced the Charter Amendment to promote the appointment of women and minorities is scheduled for the June 3 ballot as Proposition D. Dr. Murase reported that she spoke at a press conference on April 9 at the invitation of Senator Leland Yee in support of a bill that would prohibit the jailing of women who refuse to testify against their batterers. She reminded Commissioners that the main agenda item would be consideration of funding allocations for the Violence Against Women Prevention & Intervention (VAW) Grants Program. She explained that, in the face of a $330 million budget deficit, the Mayor's Budget Office reduced the Grants Program significantly, and that the funding recommendations reflected very difficult decisions.

### IV. CONSENT AGENDA

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E. Resolution Recognizing NAWBO San Francisco on the Occasion of its "Leaders and Legends" Luncheon

**Action: To approve the Consent Agenda.**
**m/s/c (Shorter/Munter/Unanimous)**

Beckie Masaki, Executive Director of the Asian Women's Shelter (AWS) thanked the Commission for its support and explained that the work that is done by the AWS is a collaborative effort by a variety of agencies that provide services to women. Ms. Masaki extended an invitation to Commissioners to attend the 20th Anniversary Gala on May 3.

Victoria Lee of the San Francisco Unified School District who was honored at the March Commission meeting thanked the Commission for acknowledging her work

## V. NEW BUSINESS

### A. Violence Against Women (VAW) Programs

President Munter thanked all of the agencies that applied for the Violence Against Women Prevention and Intervention (VAW) Grants Program and for their dedicated efforts in providing direct services to the women of San Francisco. President Munter reported that, as part of the competitive Request for Qualifications (RFQ) process, the Department received 46 proposals for funding, totaling $4.2M in requests. The amount available for funding, however, was $2.1M. Following an extensive review process involving 5 meetings of an independent review panel, scoring and funding recommendations were forwarded to the Department's Funding Committee which included Commissioners and staff. The Commission was asked to consider the funding allocations as proposed by the Funding Committee.

Beckie Masaki, Executive Director of Asian Women's Shelter, expressed concerns with the proposed funding allocations and requested that the Commission postpone voting to allow time to work with the agencies to develop new recommendations that will have less of an impact on existing programs.

Mai Mai Ho with APA Family Services explained that the Department has funded the agency's programs for the last 10 years and that the proposed funding caps did not fully account for services that crossed categories as defined in the RFQ. Ms. Ho requested that the Commission postpone voting to allow time to develop a plan that will continue to support currently funded programs.

Patty Bern with San Francisco Women Against Rape (SF WAR), acknowledges the budget restraints that the Department is facing. However, she expressed her concerns with the funding recommendations and how it will directly have an impact on her clients. Ms. Bern requested that the Commission postpone voting on the funding recommendations and work with the community to develop a plan that will have less of an impact on their clients.

Zwazi Sowo of Glide Memorial Church thanked the Commission for newly funding the agency's Women's Program. In the past 11 months, Glide has been able to serve 444 homeless women, a population that the Department identified as an underserved community. Ms. Sowo stated that she looks forward to working closely with the Department and other agencies in providing direct services to vulnerable women.

Tiela Chambers of the Volunteer Legal Services Program with the San Francisco Bar Association thanked the Department and Commission for the continued support. Ms. Chambers expressed her concern on the proposed recommendations and requested that the Commission postpone voting on the funding recommendations. Ms. Chambers also requested that the Commission reconsider funding Community United Against Violence (CUAV).

Sally Al Daher of the Arab Cultural Center (ACC), expressed how concerned she is about the reduced funding recommended for her agency. She requested that the Commission not vote on the funding recommendations and to include CUAV for funding.

Roberta Toomer of WOMAN, Inc. requested that the Commission not vote on the recommended funding allocations. She expressed concern that the funding caps set by the Department for certain categories were determined after proposals were submitted.

Kathy Black, Executive Director of La Casa de las Madres, requested that the Commission not vote on the recommended funding allocations, also on the basis that funding caps were not mentioned when the agencies were applying to the RFQ.

Jovida Guevara-Ross of Community United Against Violence also requested that the Commission not vote on the recommended funding allocations. She explained that CUAV was not being recommended for funding because of a late proposal submission but that the elimination of funding would have a negative impact on an underserved population as identified in the Department's reports.

Shana Virago of CUAV explained that, with the support of the Department, CUAV has been providing services to the LGBT community for the last 11 years. She urged that the funding recommendation be reconsidered.

Pablo Espinoza who has been with CUAV for the last 10 years explained that CUAV trains domestic violence service providers about how best to serve the lesbian, gay, bisexual, and transgender communities. He also urged that the funding recommendation be reconsidered.

Gloria Romero of Mission Neighborhood Services (MNS) requested that the Commission postpone voting on the funding recommendations. Ms. Romero explained that the proposed funding recommendations drastically cuts funding to MNS. Ms. Romero expressed her concern with the funding caps, which were not mentioned during the RFP process, and feels that they should lifted.

Vanessa Flores of Asian Women's Shelter (AWS), urged the Commission not to vote on the recommended funding recommendation and instead work with the community in developing a plan that will not destabilize current programs and continue to fund CUAV.

Amanda Heier with the Mary Elizabeth Inn, requested that the Commission continue to fund service providers who have a proven track record rather than fund new programs. Ms. Heier also requested that the Department reconsider funding CUAV.

Daisy Hung, with Asian Pacific Islander Legal Outreach (APILO), expressed her concern with the proposed funding recommendations which cuts funding to APILO. She expressed her concerns about the funding caps. Ms. Hung requested that the Commission postpone voting on the funding allocations.

Kathy with the Community Youth Centers (CYC) urged the Commission not to vote on the proposed funding recommendations. The Young Asian Women Against Violence program (YAWAV) of CYC, which has been funded by the Department for the last 10 years, has always exceeded its goals as reported in the quarterly reports.

Amy Loo of YAWAV explained how important it is to continue to fund this program and requested that the Commission postpone voting on the recommended funding recommendations.

Kelly Lui of YAWAV explained how this program teaches youth about domestic violence and domestic violence which are generally not topics discussed within their own families. Ms. Lui urged the Commission to postpone voting on the funding allocations.

Emberly Cross with the Cooperative Restraining Order Clinic (CROC), thanked the Commission for the continued support and their efforts to fund a variety of community agencies. She requested that the Commission postpone voting on the proposed allocations and engage the community agencies in developing a plan that supports currently funded programs. She also requested that the Commission reconsider funding core programs including APILO and CUAV.

Luisa with APA Family Services explained that APA Family Services provides prevention and intervention awareness, advocacy, in-home case management services, and domestic violence workshops and training's to an undeserved population.

Mari Alaniz of Riley Center expressed her concern with the recommendation for reduced funding since many organizations are facing funding cuts from the federal and state governments. Marie requested that the Commission reconsider funding CUAV.

Naomi Tucker of Shalom Bayit, explained that Shalom Bayit has been providing services to Jewish domestic violence victims and unfortunately her agency was not recommended for funding. Ms. Tucker requested that the Commission reconsider funding CUAV as well as other existing programs equitably.

Heidi Li with the Institute on Aging thanked the Commission for their careful consideration of all applications. Ms. Li requested that the Commission ensure stability of the community-based organizations they decide to fund. Ms. Li requested postponing voting to allow time to discuss alternative funding considerations.

Juana Flores of Mujeres Unidas y Activas, with interpreter Andrea Lee, thanked the Commission for considering funding Mujeres Unidas y Activas and expressed how important it is to fund new programs especially the undeserved communities. Ms. Flores expressed her concern for the agencies that are receiving reduced funding and requested the Commission to reconsider funding CUAV.

Esther Leong of APILO expressed her concern with the City budget process and expressed how alternative plans should be discussed to ensure that agencies receive the funds to keep programs running. Ms. Leong requested that the Commission postpone voting on the funding recommendations.

Jennifer Grant with La Casa de las Madres requested the Commission postpone voting on the funding allocations. She expressed her concerns with the service impacts, funding caps, and recommended that the Commission not include marriage licensing fees in the overall budget allocations.

Allison Sparks with SF WAR urged the Commission not to vote on the recommended funding allocations. Ms. Sparks expressed her concern for the agencies that will receive less funding which in turn will weaken a system that took time to make strong.

Pauline Low with APA Family Services explained that APA provides mono-lingual services and they serve as a bridge to this undeserved community. With the reduced funding that bridge will be broken. Ms. Low requested the Commission reconsider the funding allocations.

Britney Sims of Mission Neighborhood Centers explained how she receives case management services at MNC and how their support has helped her with homework, has helped her build her skills and provide a support systems in many aspects of her life.

Gloria Tan of Gum Moon thanked the Commission for the continued support of service providers. Ms. Tam expressed her concern about the cuts to the community partners and expressed the need to protect a continuum of care.

Beverly Upton, Executive Director of the Domestic Violence Consortium, requested the Commission not vote on the funding allocations and to find a more creative and equitable way to impose the budget cuts. Ms. Upton expressed how proud she was to be a part of a community that has built a network of services benefiting the women of San Francisco. Ms. Upton offered to work collaboratively with the Department in developing a plan that will have minimal impact on existing programs and that will not destabilize core services. Ms. Upton also requested that the Commission reconsider funding CUAV.

Natalia Rivera with Mission Neighborhood Services (MNC) expressed how the services that MNC is providing impact the lives of the girls they serve. With the funding cuts, staff at MNC will have to be scaled back significantly and will have a direct impact on her life by having to cut back hours or possibly being laid off.

**Written statements where provided by:**
Supervisor Tom Ammiano, District 9\
Alexandra Byerly, El/La Transgender Latina Program
Rebecca Rolfe and Roberto Ordena, The San Francisco Lesbian, Gay, Bisexual, Transgender Community Center
Beverly Upton, Domestic Violence Consortium
APA Family Support Services
Asian Women's Shelter
Asian Pacific Island Legal Outreach (APILO)
Bay Area Legal Aid
Community United Against Violence (CUAV)
Community Youth Center (CYC)
Mission Neighborhood Centers, Inc-Mission Girls
Riley Center & Brennan House
SF Bar Association – Volunteer Legal Services (VLSP)
SF Bar Association – Cooperative Restraining Order Clinic (CROC)
WOMAN, Inc.

President Munter thanked the community for their testimony and patience. She further explained that the Funding Committee was aware of the significant impact the funding allocations would have on agencies, programs, and services. The Commission hopes to work with the community and the Mayor's Office to restore funding. President Munter explained that the caps being imposed in each service are one-time only, used for purposes of allocating very limited funds in an equitable manner. Dr. Murase explained that existing funding was clearly inadequate to meet the needs of women survivors of violence, and that there needed to be a dialogue about how to ensure stable funding for these critical services.

Dr. Murase explained that if the Commission decided to postpone voting on the allocations, the Funding Committee would need to meet again, followed by a special meeting of the Commission, to approve the allocations in time to ensure that the contracts are in effect by July 1. If the Commission decides to vote on the allocations at the May Commission meeting, it is likely that contracts will not be ready by the beginning of the fiscal year.

Commissioner Shorter thanked the community for their testimony about how agencies will be affected by the allocations. Commissioner Shorter acknowledged the difficult circumstances surrounding the allocation process and thanked the Department staff for their work and dedication to the clients. She further stated that this is a difficult time as cuts are being made at the federal, state and city levels. Commissioner Shorter emphasized that the Department and Commission are committed to working together with the community to ensure that services receive funding. She reminded Commissioners that it is their duty to ensure that contracts are in place at the beginning of the fiscal year, so that agencies will be able to be paid for the services they are providing. She stated that the Commission heard the testimony of the public and will take what they heard into consideration and will review the recommended funding allocations. As for the funding caps, she explained that those were not arbitrary, but were imposed only after the Mayor instructed all departments to reduce funding by 20%. She offered to participate in a follow-up meeting of the Funding Committee if the Commission voted to postpone approval of the allocations.

**Action: To postpone approving the funding allocations of the VAW Grants Program. m/s/c (Keehn/Shorter/Unanimous)**

Dr. Murase stated that the Funding Committee will meet within the next 2 weeks and a special Commission meeting will need to be scheduled before the May 28 Commission meeting.

## VII. ANNOUNCEMENTS/PUBLIC COMMENT

*No public comment.*

## VIII. ADJOURN

**Motion to adjourn meeting. m/s/c (Shorter/Keehn/Unanimous).**
Meeting adjourned at 7:00 pm.

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**City and County of San Francisco**

# Commission on the Status of Women

*Mayor Gavin Newsom*

**KATHERINE MUNTER**
President

**CAROLENE MARKS**
Vice President

**NICKY CALMA**
Commissioner

**KAY GULBENGAY**
Commissioner

**DORKA KEEHN**
Commissioner

**JING XU LEE**
Commissioner

**ANDREA SHORTER**
Commissioner

***EMILY MURASE, PhD***
***Executive Director***

## SPECIAL COMMISSION MEETING AGENDA

**Monday, May 12, 2008**
**4:00 PM**
**City Hall, **Room 400** (Note Room)**
**San Francisco, CA 94102**

**Roster:**

| | |
|---|---|
| *President Katherine Munter* | *Commissioner Dorka Keehn* |
| *Vice President Carolene Marks* | *Commissioner Jing Xu Lee* |
| *Commissioner Nicky Calma* | *Commissioner Andrea Shorter* |
| *Commissioner Kay Gulbengay* | |

***Total Estimated Meeting Time:** 1 hr 27 minutes*

85
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### I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *3 min.*

Remarks by President

***Action: To approve the meeting agenda.***

### II. APPROVAL OF MINUTES — DISCUSSION/ACTION — *3 min.*

Explanatory document – Draft Minutes from April 23, 2008.

***Action: To approve draft minutes from April 23, 2008.***

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### III. OLD BUSINESS

### A. Violence Against Women Grants (VAW)

**1. Funding Committee Recommendations** — **President Munter** — *20 min.*

The Commission will review the funding Committee recommendations for the VAW Prevention and Intervention Grants Program for the 2008-2011 funding period.

**2. Public Comment**

At the April 23 Commission meeting, many parties provided public testimony on these recommendations. Priority for public comment will be given, first, to individuals who did *not* provide public testimony on this agenda item at the April 23 meeting and, second, to individuals who wish to comment on issues *not* raised at the April 23 meeting.

**3. Action: To approve the funding allocation of the VAW Grants Program for the 3-year funding cycle beginning FY 08-09.**

### IV. ADJOURNMENT — ACTION — *1 min.*

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**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

## SPECIAL COMMISSION MEETING MINUTES

**Monday, May 12, 2008**
**4:00 PM**
**City Hall, Room 400**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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| Members Present | Staff Present |
|---|---|
| President Katherine Munter | Executive Director Emily Murase, PhD |
| Vice President Carolene Marks | Policy Analyst Ann Lehman |
| Commissioner Nicky Calma | Administrative Analyst Laura Marshall |
| Commissioner Kay Gulbengay | Policy Analyst Anu Menon |
| Commissioner Jing Xu Lee | Policy Analyst Jill Tregor |
| Commissioner Andrea Shorter | Grants Administrator Carol Sacco |
| | Commission Secretary Cynthia Vasquez |

Excused: Commissioner Dorka Keehn

## I. CALL TO ORDER/AGENDA CHANGES

Vice President Marks called the meeting to order at 4:10 pm and welcomed all present.
**Action: Approved agenda. m/s/c/ (Shorter/Calma/Unanimous)**
*No public comment.*

## II. APPROVAL OF MINUTES

President Munter announced that the April 23 minutes will be approved at the May Commission meeting.

## III. OLD BUSINESS

### A. Violence Against Women Prevention & Intervention (VAW) Grants Program

### 1. Funding Committee Recommendations

President Munter thanked and acknowledged all of the agencies for their candid feedback and the testimony given at the April 23 Commission meeting. She reported that the Department sent out a call for additional public comment from all of the agencies that had applied for funding. The Department received 8 additional letters of public comment, including one representing the views of 12 agencies.

The Funding Committee met again, considered public comment carefully, and reviewed the initial recommendations. After considerable thought and discussion, the Funding Committee decided that the best proposed allocations were the same as the April 23 recommendations. President Munter acknowledged that the total funds available was insufficient to meet the needs of the community and stated that the Commission is committed to working with the community agencies to restore funding.

Vice President Marks expressed her appreciation for the time and effort put forth by the agencies to convey their needs. She expressed her concern with funding new agencies in a lean year and expressed how unfortunate it is that Community United Against Violence (CUAV) is not being recommended for funding.

Commissioner Shorter explained that the new agencies being recommended for funding serve populations that have great needs. She emphasized that funding recommendations are a difficult task and the Commission is faced with making difficult decisions. Commissioner Shorter highlighted that 90% of the recommended funding is for agencies that currently receive Department support.

Executive Director Murase acknowledged the difficult budget situation and impacts of the cuts on services. Regarding process, she explained that a lack of a decision on the funding allocations tonight will cause contracts to be delayed and will jeopardize the ability to continue services without interruption into the upcoming fiscal year.

**2. Public Comment**

Janelle White of San Francisco Woman Against Rape urged the Commission not to vote on the funding recommendations. She stated that it was important that agencies and the Department expand the funding resources and work together to restore funding to the agencies.

Adell Trotta at Asian Women's Shelter expressed her concerns of the funding recommendations and requested that the Commission not vote on the recommended funding allocations. Ms. Trota explained that reducing funding or eliminating funding for agencies will destabilize a network of services provides that has taken time to form.

Jill Zawisza of WOMAN, Inc., expressed how disappointed the community is that the feedback provided to Department/Commission by the Domestic Violence Consortium was not reflected in the recommendations. Ms. Sousa urged the Commission to not vote on the recommended funding allocations.

Jitaun Jones with the Arab Cultural Center (ACC) urged the Commission not vote on the proposed allocations. Ms. Jones explained that ACC is being recommended for reduced funding and that this will have a serious impact on their programs and clients.

Inas Elmashni of the ACC, requested that the Commission not vote on the funding allocations and work with the Partner Agencies in developing a different plan that will have less of an impact on agencies currently providing services.

Dean Ito Taylor of the Asian Pacific Islander Legal Outreach (APILO) explained that APILO serves an identified underserved population and exceeds its service goals on a quarterly basis. Ms. Taylor requested that the Commission continue to support currently funded agencies to build on what is currently working.

Amy Yu with APA Family Support Services urged the Commission to not vote on the proposed funding allocations as her agency is being recommended for reduced funding.

Debbi Smith with the ACC explained that with the proposed funding recommendation, the sexual assault program would be eliminated. Ms. Smith urged the Commission not to vote on the recommended funding allocations.

Julie Youn of the Community Youth Centers Young Asian Women Against Violence Program (YAWAV) explained how she has been able to learn about domestic violence, self esteem issues, body image, and relationship violence and is now able to provide peer counseling services to other youth because of her involvement with YAWAV. Ms. Youn requested the Commission not vote on the proposed funding allocations.

Mairi McKeever with Volunteer Legal Services thanked the Commission for its past and continued support. Ms. McKeever requested the Commission not include the marriage license fees in the budget reductions, clarify the funding caps, and continue to fund agencies who have reached their goals in the past.

Vanissar Tarakali with CUAV explained that the LGBT community has been identified as an underserved population. Ms. Tarakali urged the Commission not to vote on the recommended funding allocations as CUAV is not being recommended for funding due to an administrative error on their part.

Luisa Balatba, a case manager with APA Family Support Services, requested the Commission not vote on the recommended funding recommendations. Ms. Balatba urged the Commission to work with the community agencies to ensure stability for currently funded programs.

Juana Flores with Mujeres Unidas y Activas thanked the Commission for recommending funding for their program. Ms. Flores requested the Commission reconsider funding CUAV, as the agency provides culturally competent trainings on serving LGBT clients.

Emberly Cross with the Cooperative Restraining Order Clinic, thanked the Commission for their consideration of the funding recommendations. Ms. Cross was disappointed that the recommendations remained the same as previously proposed and urged the Commission to not vote on the funding recommendations.

Roberta Toomer, Executive Director of WOMAN Inc., urged the Commission to not vote on the proposed funding recommendations. Ms. Toomer requested the Commission work with the Partner Agencies in developing a different plan that will have less of an impact on agencies currently providing services.

Beverly Upton, Executive Director of the Domestic Violence Consortium, requested the Commission not vote on the proposed funding recommendations as many agencies that are currently funded by the Department are being recommended for less funding. Ms. Upton expressed concern that though Partner Agencies submitted their recommendations, these were not reflected in the final proposal.

Zwazzi Sowo with the Glide Foundation thanked the Commission for recommending Glide for funding and looks forward to working with the Department. Ms. Sowo highlighted that with the funding received by the Department would help serve African American women and homeless women, groups identified in the Commission's 2007 report as underserved.

Gloria Romero with Mission Neighborhood Services requested the Commission not vote on the recommended allocations as her agency was being recommended for reduced funding. Ms. Romero emphasized how services will be drastically affected by the reduced funding.

Written testimony was submitted by:

- The San Francisco Domestic Violence Consortium
- Cooperative Restraining Order Clinic
- The Bar Association of San Francisco Volunteer Legal Services Program
- Community Youth Center (CYC)
- Kathy Ng, CYC Participant
- Jenny Vuong, CYC Participant
- Leslie Yip, CYC Participant
- Kelly Liu, CYC Participant
- Julie Yonn, CYC Participant
- APA Family Support Services
- Arab Cultural and Community Center
- Asian Women's Shelter
- Bay Area Legal Aid
- Community United Against Violence (CUAV)
- Cooperative Restraining Order Clinic
- Donaldina Cameron House
- San Francisco Women Against Rape
- WOMAN, Inc.

Dr. Murase explained that available funds was clearly insufficient to meet the needs of the community, and that more money is needed to continue vital services. While it was true that allocations to agencies have been reduced compared to past years, the overall proportion of funding by service categories has remained largely the same, with small increases for housing programs and outreach to underserved communities as identified in the Commission's 2007 report. Dr. Murase explained that the proposed funding caps were one-time limits.

Commissioner Gulbengay expressed her willingness to work with the Partner Agencies and meet with members of the Board of Supervisors to help restore funding to the Department.

Dr. Murase explained that in past years the Domestic Violence Consortium and Partner Agencies have worked successfully in advocating for addbacks. She estimated that an additional $750,000 would be necessary in order to restore the grants program to current year funding levels and include the new services.

Commissioners thanked the public for feedback and testimony, and explained that the Commission thoroughly values the work the agencies all do and hopes to work together in restoring funds to the Department.

Commissioner Lee explained that in this fiscal climate it is difficult for the agencies and the Department to make funding decisions with the limited amount of funds available. She emphasized that it was very important to look forward and work collaboratively in restoring funds.

***Action: Motion to approve the funding allocation of the VAW Grants Program for the 3-year funding cycle beginning FY 08-09.***

***Action: Amended motion to the funding allocation of the VAW Grants Program for the 3-year funding cycle beginning FY 08-09, with the understanding that the Commission will work with the Partner Agencies to meet with members of the Board of Supervisors to request restoring funds to the Department.***

**m/s/c/ (Munter/Gulbengay/Marks voted no/Passed)**
*No public comment.*

### VIII. ADJOURN

**Motion to adjourn meeting. m/s/c (Shorter/Marks/Unanimous).**
Meeting adjourned at 6:45 pm.

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**JING XU LEE**
**Commissioner**

**ANDREA SHORTER**
**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

## COMMISSION COMMUNITY MEETING AGENDA

**Wednesday, May 28, 2008**
**5:00-7:00 PM**
**South Sunset Playground Playhouse**
**40th Avenue & Vicente Street**
**San Francisco, CA 94116**

**Roster:**

| | |
|---|---|
| *President Katherine Munter* | *Commissioner Dorka Keehn* |
| *Vice President Carolene Marks* | *Commissioner Jing Xu Lee* |
| *Commissioner Nicky Calma* | *Commissioner Andrea Shorter* |
| *Commissioner Kay Gulbengay* | |

***Total Estimated Meeting Time:** 1 hr 20 minutes*

5
28/08

**I. CALL TO ORDER/ AGENDA CHANGES** — **DISCUSSION/ACTION** — *3 min.*

Remarks by President

***Action: To approve the meeting agenda.***

**II. APPROVAL OF MINUTES** — **DISCUSSION/ACTION** — *3 min.*

Explanatory document – Draft Minutes from April 23 and May 12, 2008.

***Action: To approve draft minutes from April 23 and May 12, 2008.***

**III. EXECUTIVE DIRECTOR'S REPORT** — **DISCUSSION** — *5 min.*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document – The Executive Director's Report discusses the work of the Department along 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services.

**IV. CONSENT AGENDA** — **DISCUSSION/ACTION** — *5 min.*

***All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.***

***Action: To approve the Consent Agenda.***

**A. Resolution Recognizing the Kimochi Home For 25 Years of Service**
**B. Resolution Recognizing Self-Help for the Elderly's Longevity Gala**
**C. Resolution Marking June as Gay Pride Month**

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## V. NEW BUSINESS **DISCUSSION/ACTION**

**A. Jewish Family and Children's Services** **Staff** *7 min.*
Staff will highlight key issues faced by agency clients.

**B. Elder Abuse Prevention** **Heidi Li, Esq.** *7 min.*
Heidi Li, Esq., Director of the Consortium for Elder Abuse Prevention at the Institute on Aging will discuss elder abuse and public awareness of elder abuse.

**C. Kimochi, Inc.** **Sandi Mori** *7 min.*
Sandi Mori, Development Director with Kimochi, Inc. will provide an overview of issues elderly women face in San Francisco.

**D. Self Help for the Elderly** **Anni Chung** *7 min.*
Anni Chung, Executive Director of Self Help for the Elderly will discuss issues elder women face in the city of San Francisco.

**E. Public comment on presentations and elder women's issues.** *30 min.*

## VI. PUBLIC COMMENT **DISCUSSION** *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## VII. Commissioner Marks will adjourn the meeting in memory of former Commissioner Rosemary Farac. **ACTION** *1 min.*

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City and County of San Francisco

# Commission on the Status of Women

*Mayor Gavin Newsom*

KATHERINE MUNTER
President

CAROLENE MARKS
Vice President

NIKKI CALMA
Commissioner

KAY GULBENGAY
Commissioner

DORKA KEEHN
Commissioner

JING XU LEE
Commissioner

ANDREA SHORTER
Commissioner

*EMILY MURASE, PhD*
*Executive Director*

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## COMMISSION COMMUNITY MEETING MINUTES

**Wednesday, May 28, 2008**
**5:00 PM**
**South Sunset Playground Playhouse**
**40th Avenue @ Vicente**
**San Francisco, CA 94116**

| **Members Present** | **Staff Present** |
|---|---|
| Commissioner Nikki Calma | Executive Director Emily Murase, PhD |
| Commissioner Kay Gulbengay | Administrative Analyst Laura Marshall |
| Commissioner Dorka Keehn | Policy Analyst Anu Menon |
| Commissioner Jing Xu Lee | Grants Administrator Carol Sacco |
| Vice President Carolene Marks | Policy Analyst Jill Tregor |
| President Katherine Munter | Commission Secretary Cynthia Vasquez |

Excused: Commissioner Andrea Shorter

### I. CALL TO ORDER/AGENDA CHANGES

President Munter called the meeting to order at 5:10 pm and welcomed all present.
**Action: Approved agenda. m/s/c/ (Keehn/Marks/Unanimous)**
*No public comment.*

### II. APPROVAL OF MINUTES

President Munter announced that the May 12, 2008 minutes will be approved at the June Commission meeting.
**Action: Approved draft minutes from April 23, 2008.**
**m/s/c/ (Keehn/Gulbengay/Unanimous)**
*No public comment.*

### III. EXECUTIVE DIRECTORS REPORT DISCUSSION

#### A. Executive Directors Report

Dr. Murase referred Commissioners to her written report and thanked Administrative Analyst Laura Marshall for her 2 years of work on the Domestic Violence Response Cross-Training Institute. Dr. Murase announced that 2 sessions remained and urged Commissioners to attend. Dr. Murase introduced Hannah Belsky, an undergraduate student at Smith College, who will be a summer intern at the Department. Dr. Murase also announced that the Municipal Executives Association, which represents Department Heads and other senior city officials, has agreed to mandate a 5-day unpaid furlough in the next 2 fiscal years in light of the current budget deficit. Finally, she informed the Commission that the Department presented the gender analysis of state budget cuts to the Mayor and will follow-up.

### IV. CONSENT AGENDA

***All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.***

A. Resolution Recognizing the Kimochi Home for 25 Years of Service
B. Resolution Recognizing Self-Help for the Elderly's Longevity Gala
C. Resolution Marking June as Gay Pride Month

**Action: To approve the Consent Agenda.**
**m/s/c (Keehn/Calma/Unanimous)**

Rebecca Rolfe, Executive Director of the San Francisco Lesbian, Gay, Bisexual, and Transgender Center thanked the Commission for honoring her work as part of Gay Pride Month in June. Ms. Rolfe welcomed everyone to join in the June 7 Pride kickoff events that will be held at the Center. Commissioner Marks expressed her delight in honoring Rebecca and extended support from the Commission.

## V. NEW BUSINESS

### A. Jewish Family and Children's Services

Judy Lynch, Director of the Seniors at Home Program (SAH) with the Jewish Family and Children's Services explained that 65-75% of the clients they serve are women. Caregivers and skilled nursing care enable older adults to live in the comfort of their own homes. This program provides in- home assessments and a workplan that the client helps to develop. In addition, the program provides information and referral services, cleaning services, money management, care management, counseling and support groups, conservatorship, in-home care, skilled nursing, palliative/end of life care, and bereavement support services.

Bernadette Sweeny, Assistant Director, explained that In-Home Support Services and private insurance help cover the cost of services. The program serves all ethnic backgrounds, creeds and religious backgrounds.

Lina Trinad, Immigrant Services Director, explained that her job is to ensure that immigrant clients feel comfortable seeking services. This program provides legal services, citizenship services, adult day activities, a health center, social activities, hot lunch services, and bilingual mental health services as many of their clients speak English as a second language.

Commissioners asked the speakers to identify the top 3 issues their clients face. The presenters indicated that these were isolation, transportation challenges, and the high cost of housing.

### B. Elder Abuse Prevention

Heidi Li, Esq., Director of the Consortium for Elder Abuse Prevention at the Institute on Aging explained that the Consortium brings together over 50 providers that serve seniors and adults in both public and private agencies from across the city. Preventing abuse and responding to victims in a coordinated way is the Consortium's goal. Member agencies provide counseling programs for elder abuse victims, resource referrals, agency referrals, training on elder abuse detection, public awareness, multidisciplinary team reviews and consultations. In San Francisco, there is a high population of individuals over 65 years old. Unfortunately, many are targeted for crime. A growing trend is that many older adults fall victim to financial abuse. The Consortium has worked with District Attorney Kamala Harris, Police Chief Heather Fong, and City Attorney Dennis Hererra on a public services announcement to bring awareness of financial abuse among seniors.

The Consortium holds monthly meetings featuring professionals from the fields of aging, adult protective services, mental health, law enforcement, and geriatric health care. The organization also reviews complex abuses cases and promotes learning about new service resources and innovative intervention techniques. The Consortium gives presentations to community agencies of how to identify and prevent abuse, training over 1,500 participants a year. The Consortium also produces a quarterly newsletter, *The Gatekeeper* that provides updates, events, announcements, news, submitted writings, and resources for older adults. The Institute on Aging, the sponsor of the Consortium, provides direct services to seniors, such as assessments, care coordination services, adult day programs, home care, money management, art programs, friendship line telephone support, research and clinical trials. Ms. Li explained that isolation, transportation and language access are issues that older adults continue to face. Ms. Li hopes to continue to work with the Department and the Family Violence Council to promote awareness of the difficulties and struggles older women in San Francisco face.

Commissioner Gulbengay emphasized the importance of educational and intervention trainings to younger generations as they will be the ones to take care of the aging population. Commissioners urged the Consortium to continue its valuable work.

Ms. Li announced that there would be an Elder Abuse Awareness Rally at City Hall on May 29 from 12:00-1:00 pm and urged Commissioners and members of the community to attend.

**C. Kimochi, Inc.**

Sandy Mori, an early Commissioner on the Commission on the Status of Women and Development Director of Kimochi, Inc., thanked the Commission for recognizing the needs and struggles of older women and for the resolution recognizing Kimochi Home for providing 25 years of service. Kimochi, Inc. is an organization providing a continuum of care to seniors for over 35 years. Kimochi Home is easily accessible to the Tenderloin and Western Addition districts in San Francisco, and provides residential/respite care, and adult daycare social programs which includes the following activities:

- Daily exercise class
- Nutritious lunch & snack (Japanese Food)
- Art classes
- Weekly one-day mini-trips
- Intergenerational activities with day care and after school programs
- SPCA animal assisted therapy visits
- Singing
- Special performances

To be eligible for Kimochi services the following criteria must be met:

- 60 years or older
- A San Francisco resident
- Able to walk independently with little or no assistance
- Able to get along with others in a group settings
- Must complete the Residential/Respite Care program application and assessment.

Ms. Mori explained that 73% of the women served at Kimochi are women since they tend to live longer, which also explains why there are an increased number of single women that access services. The youngest client is 75 years old and the oldest client is 103 years old. Kimochi reaches out to families and works closely with them to ensure that clients are able to continue to live at home with a support system that fits individuals need. Isolation, transportation, housing are issues identified by the elder community as high priority.

President Munter acknowledged and thanked Supervisor Carmen Chu for attending the Commission hearing and listening to the needs of older women in San Francisco. Supervisor Chu urged all the presenters to work collaboratively with the Municipal Transit Authority, the SF Housing Authority, the Department of Aging and Adult Services, the Department of Public Health, and the Mayor's Office of Disability to help fill the gaps in services that have been identified. She noted that roughly 50% of the City's population is composed of women, and that services for older women should help them age with dignity and respect. Supervisor Chu thanked all the presenters for their dedicated efforts to serve the women of the City, and acknowledged Sandy Mori for her participation in the Long Term Care Coordinating Council and encouraged other service providers to participate in this important effort.

### D. Self Help for the Elderly

Anni Chung, Executive Director of Self-Help for the Elderly, thanked the Commission for the resolution recognizing the annual Longevity Gala fundraiser and the work of her agency. Self-Help for the Elderly strives to promote the independence, dignity, and self-worth of seniors, and serves over 25,000 seniors each year across 4 Bay Area counties. The multi-service organization provides wellness programs for seniors including:

- Adult day services
- Affordable housing for independent seniors
- In-home care and hospice
- Nutrition and senior centers
- Residential care facilities for the elderly
- Senior employment and training
- Social services
- Technology and Information Empowerment Center
- Daily lunch service

Ms. Chung echoed the other presenters in identifying inadequate public transportation, a lack of senior housing, and isolation as key issues that seniors face.

Ms. Chung explained that the Commission can do the following 5 things to support Self-Help:
1. Continue to be the voice of seniors who cannot speak for themselves.
2. Expand and develop services for seniors.
3. Urge organizations and departments to provide information and services in a variety of languages.
4. Bring awareness about the lives of older women by sharing their stories.
5. Collaborate with local community-based organizations to expand services for seniors

Commissioner Marks explained that Glady Thatcher of the Women's Foundation is working on a program that serves elder women at all income levels and urged Partner Agencies to collaborate with these efforts.

### E. Discussion

Commissioners asked Supervisor Chu about the status of the City's budget since many community-based agencies were anticipating significant budget cuts that would negatively impact their ability to provide direct services to vulnerable populations such as senior women.

Supervisor Chu explained that the City is facing over a $300,000 budget deficit in the upcoming fiscal year, which will impact funding to many Departments. The Board of Supervisors will be presented with a proposed balanced budget by the Mayor on June 2. Supervisors will be holding budget hearings in the following weeks. Many agencies are facing funding cuts but will have an opportunity to come before the Board of Supervisors to request addbacks. Supervisor Chu looks forward to working with the Commission, Department, and Partner Agencies to do what she can to protect critical services.

Commissioners announced that they will be setting up meetings with member of the Board of Supervisors and Partner Agencies to advocate for restoring fund to the Department.

## VI. PUBLIC COMMENT

Commissioner Keehn expressed her concern with the proposed elimination of the Project Manager position for the JUS.T.I.S hub that is designed to enable criminal justice departments to share databases. She explained that this project is far over budget and significantly behind schedule. Without a Project Manager, the problem is likely to get worse.

Commissioner Lee requested that the Commission observe a moment of silence for those affected by the earthquake in China.

## VII. ADJOURN

Vice President Marks asked that the meeting be adjourned in the memory of Rosemary Frac who had served as a Commissioner on the Commission on the Status of Women.

**Motion to adjourn meeting in memory of former Commissioner Rosemary Frac.**
**m/s/c (Munter/Calma/Unanimous).**
Meeting adjourned at 6:50 pm.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575 Also, to the extent possible, documents will be available on the COSW website at http://www.sfgov.org/cosw.

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Commissioner

**DORKA KEEHN**
Commissioner

**JING XU LEE**
Commissioner

**ANDREA SHORTER**
Commissioner

***EMILY MURASE, PhD***
***Executive Director***

## COMMISSION MEETING AGENDA

**Wednesday, June 25, 2008**
**5:00 PM**
**City Hall, Room 408**
**San Francisco, CA 94102**

06-23-08A10:08 RCVD

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**Roster:**

*President Katherine Munter*
*Vice President Carolene Marks*
*Commissioner Nicky Calma*
*Commissioner Kay Gulbengay*
*Commissioner Dorka Keehn*
*Commissioner Jing Xu Lee*
*Commissioner Andrea Shorter*

*Total Estimated Meeting Time: 1 hr 56 minutes*

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**I. CALL TO ORDER/ AGENDA CHANGES** **DISCUSSION/ACTION** *2 min.*

Remarks by President

***Action: To approve the meeting agenda.***

**II. APPROVAL OF MINUTES** **DISCUSSION/ACTION** *5 min.*

Explanatory document – Draft Minutes from May 12 and May 28, 2008.

***Action: To approve draft minutes from May 12 and May 28, 2008.***

**III. EXECUTIVE DIRECTOR'S REPORT** **DISCUSSION** *5 min.*

**A. Executive Director's Report** **Executive Director Murase**

Explanatory document – The Executive Director's Report discusses the work of the Department along 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services.

**IV. CONSENT AGENDA** **DISCUSSION/ACTION** *5 min.*

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***Action: To approve the Consent Agenda.***

**A. Resolution Recognizing the Retirement of Broadcast Journalist Barbara Rogers**

**V. REPORTS** **DISCUSSION/ACTION**

| | | | |
|---|---|---|---|
| **A.** | **Health** | **Vice President Marks** | *4 min.* |
| **B.** | **Justice & Courage** | **Commissioner Keehn** | *4 min.* |
| **C.** | **Violence Against Women Prevention and Intervention Grants Program** | **President Munter** | *4 min.* |
| **D.** | **Family Violence Council** | **Executive Director Murase** | *4 min.* |
| **E.** | **Girls Committee** | **Commissioner Shorter** | *4 min.* |

**F.** **Language Access** **Commissioner Lee** *4 min.*
**G.** **CEDAW** **Executive Director Murase** *4 min.*

**V.** **NEW BUSINESS** **DISCUSSION/ACTION**

**A.** **Economic Empowerment of Disadvantaged Women** **Latifah Simon** *20 min.*
Latifah Simon will discuss the economic challenges of women who receive public assistance.

**B.** **Mayor's Office of Economic and Workforce Development** **Jennifer Matz/Staff** *20 min.*
Jennifer Matz, Director of the Economic Development Office of the Mayor, will discuss women and economic development. Staff from the Workforce Development Office will discuss the participation of women in workforce development programs.

**C.** **Proposition D Implementation** **Commissioners** *10 min.*
Commissioners will discuss how the Commission and Department will monitor the implementation of Proposition D.

**D.** **July 25 Commission Retreat Agenda** **Commissioners** *15 min.*
Commissioners will discussion the agenda, goals, and priorities for the July 25 Commission retreat.

**VII.** **PUBLIC COMMENT** **DISCUSSION** *5 min.*
This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

**VIII.** **ADJOURNMENT** **ACTION** *1 min.*

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***Executive Director***

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## COMMISSION MEETING MINUTES

**Wednesday, June 25, 2008**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

| **Members Present** | **Staff Present** |
|---|---|
| Commissioner Kay Gulbengay | Executive Director Emily Murase, PhD |
| Commissioner Dorka Keehn | Administrative Analyst Laura Marshall |
| Vice President Carolene Marks | Policy Analyst Anu Menon |
| President Katherine Munter | Grants Administrator Carol Sacco |
| Commissioner Andrea Shorter | Policy Analyst Jill Tregor |
| | Commission Secretary Cynthia Vasquez |
| | Intern Hannah Belsky |
| | Intern Holly Nishimura |
| | Intern Christine Ulich |

Excused: Commissioner Nikki Calma, Commissioner Jing Xu Lee

### I. CALL TO ORDER/AGENDA CHANGES

Vice President Katherine Munter called the meeting to order at 5:10 pm and announced that there is an amendment to the agenda adding the resolution recognizing the St. Anthony's Foundation Marian Residence.

**Action: Approved amended agenda.**
**m/s/c/ (Keehn/Marks/Unanimous)**
*No public comment.*

### II. APPROVAL OF MINUTES

**Action: Approved draft minutes from May 12 and May 28, 2008.**
**m/s/c/ (Keehn/Munter/Unanimous)**
*No public comment.*

### III. EXECUTIVE DIRECTORS REPORT

#### A. Executive Directors Report

Dr. Emily Murase referred Commissioners to her written report and thanked Policy Analyst Jill Tregor for representing the Department at various meetings. Dr. Murase reported that Commissioner Jing Lee, Commissioner Carolene Marks and Ms. Tregor gave oral and written testimony at the California Commission on the Status of Women's public hearing on June 19 and spoke about the need to increase funding for services to victims of domestic violence, the urgent need to address human trafficking, and the importance of passing a state law reflecting the principles of the U.N. Convention on the Elimination of all forms of Discrimination Against Women (CEDAW).

Dr. Murase was pleased to report that the Board of Supervisors Budget & Finance Committee approved the adjusted budget proposed by the Mayor's Office that includes $500,000 that was restored to the Violence Against Women Prevention and Intervention Grants Program. Dr. Murase introduced the 3rd summer intern, Holly Nishimura, who is a 2008 graduate of UC Berkeley with a degree in Biology and who has an interest in public health.

Commission Secretary Cynthia Vasquez announced that the Commission will now be using 3-ring binders for commission packets to reduce paper use and increase cost effectiveness.

Christine Ulich, a summer law intern with the Department, reported that the Marian Residence is an emergency shelter and a transitional place of housing for many homeless women of San Francisco. The residence offers meals, case mangers, mental health referrals, job training and money management help to its clients. The residence is funded by St. Anthony's, and is women specific. More than 400 women pass through the residence's doors every year. Beds are allocated by lottery every night at 7pm, and the average stay is 11 months. It started as a shelter in 1983, and will be closing its doors permanently at the end of August due to a decision by the St. Anthony's foundation: The Marian Residence receives no City funding. However, the Mayor's Director of Homelessness assured us that 58-60 beds will be brought into other shelters to offset the loss of the 58 beds in the Marian Residence. These beds will be dedicated in other shelters for women only. Secondly, the women who are currently at the Marian Residence are being placed in other programs based on their individual needs. And, the Mayor's office has added $500,000 to the budget for women's permanent supportive housing.

Commissioners requested that the Department continue to work with the Mayor's Office to ensure emergency services for women.

## IV. CONSENT AGENDA

***All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.***

A. Resolution Recognizing the Retirement of Broadcast Journalist Barbara Rogers
B. Resolution Recognizing the St. Anthony's Foundation Marian Residence
**Action: To approve the Consent Agenda.**
**m/s/c (Gulbengay/Marks/Unanimous)**

## V. REPORTS

### A. Health

Commissioner Marks attended an African American Cancer Conference of approximately 15,000 attendees. African American women under 40 years old are dying from cancer at alarming rates. Commissioner Marks is working with this group to develop legislation that will provide money to determine why women are dying of cancer at a younger age. She also is working with transgender women, as many die from health related issues that go unfound because insurance will not cover the cost of exams. Commissioner Marks is also working with a group addressing services for women with disabilities as well as a group discussing how to decrease obesity and diabetes in adults. Commissioner Marks is also interested in discussing pay equity.

Dr. Murase reported that the Department is trying to set up a follow-up meeting with Deputy Health Director to discuss the women's health position, but due to the budget season it has been difficult. Dr. Murase will update the Commission once a meeting has been set up.

### B. Justice & Courage

Commissioner Keehn reported that Senior Policy Analyst Jill Tregor continues to attend the Batterer's Intervention Advisory Group of the Adult Probation Department (APD) which is composed of the various batterers intervention program of San Francisco. The group works to improve the process of batterer referrals to intervention programs, as well as improve the APD oversight of the programs. Commissioner

Keehn is pleased to announce that the Project Manager position for the JUS.T.I.S. was not eliminated in the Mayor's budget. At the last JUS.T.I.S. Council meeting, Chair Kevin Ryan , Director of the Mayor's Office of Criminal Justice, concern over the general fund money being used to fund this system.

The Justice and Courage Governance Council met on June 24 to discuss recruiting new panel members. The Council welcomed recommendations. The Justice and Courage Oversight Panel will hold its annual retreat on Wednesday, July 16.

### C. Violence Against Women (VAW) Prevention and Intervention Grants Program

The contract agreements for the VAW Prevention and Intervention Grants Program have been completed and are signed and are now with the City Attorney's office for review and signature.

The Funding Committee will meet in the 2nd week of July to allocate the $500,000 restored by the Mayor's Office. The Commission will vote on the recommendations at the July Commission Retreat. Commissioner Gulbengay suggested waiting until the Board of Supervisors has approved the final budget before allocating the restored funds and any possible add-backs. The Board of Supervisors is due to approve the budget in late July.

### D. Family Violence Council

The next Family Violence Council meeting will be held on July 17 with the location to be determined. Former Commissioner Andrea Evans will continue to serve on the Council, as the Commission's designee. The agenda will include a report of the 3 death review teams: Child Abuse, Domestic Violence and Elder Abuse.

### E. Girls Committee

Commissioner Andrea Shorter reported that the Girls Committee is on hiatus for the summer as some current members will are terming out and/or on vacation until September. The Girls Committee has had many accomplishments in the first year and a half, including the *Girls Social Service Directory* which is currently being published by Assemblymember Fiona Ma's Office.

The Department has discussed different ideas of how to revise the Committee's format. One possibility is to hold quarterly meetings of girl service providers and their girl clients to discuss possible collaborations, exchange information, and to discuss and explore girl issues.

### F. Language Access

Ms. Tregor reported the Department worked with the Office of Language Services on a grant application which would fund a pilot program to improve the language fluency and domestic violence knowledge of bilingual officers and direct service staff at criminal justice agencies.

### G. CEDAW

Dr. Murase and Policy Analyst Anu Menon met with Pauline Tark of New York to provide technical assistance on how New York City can pass CEDAW Ordinance, modeled on the on in San Francisco. The current New York Mayor does not support the broad coalition of community-based organizations who are trying to pass the Human Rights Ordinance.

The Department continues to work with the Mayor's staff to incorporate gender into the budget guidelines. Mayor Gavin Newsom has stated his support for introducing gender budgeting in the next fiscal year.

## VI. NEW BUSINESS

### A. Economic Empowerment of Disadvantaged Women

Lateefah Simon, founder of the Center for Young Women's Development and a MacArthur Fellow who currently works the District Attorney's Office, discussed how young women who have chosen to be mothers survive in today's world. Ms. Simon explained that she is in the process of producing a brochure educating people on young women and pregnancy. Many teen mothers decide to stay home and raise their children, relying on Aid to Families for Dependent Children for income.

Ms. Simon explained that women with children have a 60-month time period to receive general assistance. General Assistance is a safety net that is now being taken away. Once a client is on assistant under Temporary Aid to Needy Families (TANF), the client must then seek training or a job. The Federal policy states that if clients receiving TANF must work a 32 hour week. Many clients are forced to take low paying jobs that do not support their families adequately. Also, under TANF clients are not eligible for services if you've been arrested for a drug offence.

Commissioner Marks thanked Ms. Simon for her valued input and invited her to return to report to the Commission why women elect to stay on welfare rather than work. Commissioner Marks commended the services the City provides that enables families to stay in San Francisco, yet questioned after the 60 months where these women and families will turn. Commissioner Shorter also recognized Ms. Simon for her work which has a national impact.

### B. Proposition D Implementation

Only June 3, San Francisco Voters adopted Proposition D, which encourages City boards and Commissions to promote women, minorities, and disabled candidates to fill the seats on those bodies. This proposition came out of the 2007 Women's Policy Summit that many Commissioners attended. This Charter amendment also stipulates that the Department will conduct a gender analysis every 2 years to proved accountability. When the Department conducted a gender analysis of City policy bodies last year, it found that the 48% of commissioner appointments are women but that there were far fewer women on Boards and Taskforces.

The Department will be partnering with other women's leadership groups to raise awareness about appointment opportunities among qualified women.

### C. July 25 Commission Retreat Agenda

The Department has engaged Organizational Consultant Mike Wong, who has worked with other City Departments, to facilitate the July Commission retreat. We are in the process of developing the agenda for the retreat and welcome input from Commissioners. The retreat will focus on Commission policy priorities, reviewing and approving the strategic plan, and discussing the vision for the upcoming year. Catherine Dodd, the Mayor's Deputy Chief of Staff for Health and Human Services, Heidi Sieck and Alix Rosenthal, Co-chairs of the Women's Policy Summit have confirmed their attendance.

Commissioners agreed that it was very important that the Commission be more visible. Commissioners were also eager for data on the status of women to better identify the current issues women and girls face in San Francisco. Commissioners agreed that outreach should be made to women's groups and to continue to build stronger relationships with service providers.

Commissioner Gulbengay suggested reaching out to members of the Board of Supervisors so that they know directly the great work that is being done. Commissioner Gulbengay suggested having public hearings on issues that affect women and to get Supervisors involved. This will ensure that they are aware of the work the Commissions work so that, at next year's budget hearing they will know first-hand of the work that we do and the needs that we hear about.

## VII. PUBLIC COMMENT

Emberly Cross with the Cooperative Restraining Order Clinic, thanked the Commission for its support and partnership in advocating to the Board of Supervisors to restore funding for the VAW Grants Program.

Beverly Upton, Executive Director of the Domestic Violence Consortium, thanked the Commission for its support during the add-back process and stated that the agencies will continue to advocate for restoring $277,000 to bring currently funded agencies back to current funding levels.

Becky Masaki, Executive Director of Asian Women's Shelter, thanked the Commission for its support. She especially appreciated the outreach to the existing Partner Agencies for input on the Commission agenda and retreat.

She suggested a "World Café Model" to facilitate a small group discussion at the retreat.

## VII. ADJOURN

**Action: Motion to adjourn meeting.**
**m/s/c (Marks/Shorter/Unanimous).**
Meeting adjourned at 6:38 pm.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

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**City and County of San Francisco**

# Commission on the Status of Women

*Mayor Gavin Newsom*

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**President**

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**NICKY CALMA**
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**Commissioner**

**JING XU LEE**
**Commissioner**

**ANDREA SHORTER**
**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

## COMMISSION MEETING AGENDA

**Friday, July 25, 2008**
**8:30 AM - 4:30 PM**
**Pier 1, Port of San Francisco**
**Washington @ Embarcadero**
**Bayside Room 1**
**San Francisco, CA 94111**

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**Roster:**

| | |
|---|---|
| *President Katherine Munter* | *Commissioner Dorka Keehn* |
| *Vice President Carolene Marks* | *Commissioner Jing Xu Lee* |
| *Commissioner Nicky Calma* | *Commissioner Andrea Shorter* |
| *Commissioner Kay Gulbengay* | |

*Total Estimated Meeting Time: 8 Hours*

*Public comment will taken throughout the meeting.*

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**8:30-9:00** **Arrival and Continental Breakfast**

**I. WELCOME** **DISCUSSION/ACTION**

**8:30 Welcome/Introductions** *President Munter and Executive Director Murase*

Welcome the Commissioners and public attendees; introduction of facilitator Michael J. Wong.

**II. 8:45 Agenda Review, Goals & Objectives** *Michael J. Wong*

Mr. Wong will ask all Commissioners and attendees to introduce themselves, identify their length of service on COSW and the organizations they are affiliated with. We will also review the goals, objectives, agenda and set the context for the day.

***Action: To approve the meeting agenda.***

**III. 9:30 Presentation and Dialogue**

The Commission will hear the Community Perspectives on the current and future trends driving women's issues in San Francisco.

**10:50 - 11:00 BREAK**

**IV. 11:00 Setting Strategic Issues for the Commission**

Identifying and framing issues driving the work of the Commission and Department.

**Noon - 1:00 pm WORKING LUNCH**

**V. 1:30 Review and Approval of 2008-2009 Commission Strategic Plan.**

**VI. 2:30 2008-2009 Commission Themed-Meetings**

The Commission will review and discuss future meetings.

## VII. 3:00 Review decisions, next steps and evaluation.

## VIII. 3:30 APPROVAL OF MINUTES

Explanatory document – Draft Minutes from June 25, 2008.
*Action: To approve draft minutes from June 25, 2008.*

## IX. EXECUTIVE DIRECTOR'S REPORT

**A. 3:35 Executive Director's Report** **Executive Director Murase**

Explanatory document – The Executive Director's Report discusses the work of the Department along 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services.

## X. 3:40 NOMINATIONS OF OFFICERS FOR 2008-2009

The Commission will nominate candidates for President and Vice President for 2008-2009. The election will take place at the August 13 Commission meeting.
*Action: To nominate candidates for President and Vice President for 2007-2008.*

## XI. 3:50 PUBLIC COMMENT

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## XII. 4:00 ADJOURNMENT v

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If any materials related to an item on this agenda have been distributed to the commission after distribution of the agenda packet, those materials are available for public inspection at 25 Van Ness, Suite 130, San Francisco, CA 94102, between 9:00 am -5:00 pm.

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City and County of San Francisco

# Commission on the Status of Women

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Commissioner

***EMILY MURASE, PhD***
***Executive Director***

## COMMISSION RETREAT MINUTES

**Friday, July 25, 2008**
**9:00 am - 4:00 pm**
**Pier 1, Port of San Francisco**
**Washington @ Embarcadero**
**Bayside Room 1**
**San Francisco, CA 94111**

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**Members Present**

President Katherine Munter
Commissioner Nikki Calma
Commissioner Kay Gulbengay
Vice President Carolene Marks
Commissioner Andrea Shorter

**Staff Present**

Executive Director Emily Murase, PhD
Senior Policy Analyst Ann Lehman
Administrative Analyst Laura Marshall
Policy Analyst Anu Menon
Grants Administrator Carol Sacco
Policy Analyst Jill Tregor
Commission Secretary Cynthia Vasquez
Intern Holly Nishimura
Intern Christine Ulich

**Excused:** Commissioner Dorka Keehn and Jing Xu Lee

**Public Present:** Cathy Black, Catherine Dodd, Kim Clark, Emberly Cross, Roma Guy, Alix Rosenthal, Jovida Ross, Heidi Sieck, Zwazzi Sowo, and Beverly Upton.

*Public comment will taken throughout the meeting.*

### I. Welcome

President Munter welcomed the Commissioners, Department staff, and public attendees. She introduced facilitator Michael Wong.

### II. Agenda Review, Goals & Objectives

Commissioners and attendees introduced themselves, identified their length of service on the Commission, and the organizations they are affiliated with. Mr. Wong reviewed the goals, objectives, agenda, and context for the day.

Guidelines for the day:

- One conversation
- Active listening
- Innovative thinking
- Participate on your own terms.
- Step up/step back.
- Nothing is bad/wrong/stupid.
- Everything is good!
- Respectful
- Being genuine and honest

- Clarify participation by the community.
- Equal status of participants
- Status of women and children as a focus
- Create Parking Lot for reserving issues and questions.

Expectations for the retreat session:

- Develop strategic vision for the Commission.
- Focus on strategies for the Commission
- Big picture ideas
- Discuss what do we need to do to better the position of the commission as a resource and voice for women
- Receive the community perspectives on priority issues
- Discuss and approve strategic plan
- Establish a plan for implementation
- Approve work plan that reflects the Commission's vision
- Have Department Staff address the needs of the city
- Roles with concrete marking points
- Understanding roles and responsibilities of staff
- Review and develop plans for commission meetings
- Create dialogue and can indication between commissioners and staff
- Teambuilding
- Shared vision
- Participation
- Getting to know each other better

**Motion to approve the meeting agenda.**
**m/s/c (Munter/Marks/Unanimous).**

## III. Presentation and Dialogue

The retreat was an opportunity for the Commission, Department staff, and the community to discuss how the Commission can have a greater impact, review the 2008 Commission Strategic Plan, and evaluate and plan the Commission meetings for next year. The impact discussion was anchored by a community representative's panel presentation given by:

- Dr. Catherine Dodd, Deputy Chief of Staff, Health & Human Services, and former Chief of Staff House to Speaker Nancy Pelosi
- Roma Guy, former Health Commissioner and early advocate of Healthy San Francisco, San Francisco's universal healthcare access program
- Alix Rosenthal, Co-Chair of 2007 Women's Summit, National Women's Political Caucus, San Francisco Chapter
- Heidi Sieck, Co-Chair of 2007 Women's Summit, National Women's Political Caucus, San Francisco Chapter

After the presentation and discussion on the overview of the women's movement in San Francisco and the role of the Commission, retreat participants held more in-depth, small-group discussions on 3 of the issue areas being analyzed by the Commission in its *Status of Women Report*. These areas were:

- Employment and Economic Development
- Girls and Young Women
- Violence Against Women.

This was an opportunity to analyze each issues area for stakeholders, partners, and possible outcomes for changing the status of women in San Francisco, with a focus on discerning the unique role and contributions that could be made by the Commission. Other issue area discussions were not taken up at this retreat because of limited agenda time, but could be addressed at other Commission meetings. Recommendations for outcomes and actions for the Employment and Economic Development, Girls and Young Women, and Violence Against Women issue areas are included in the Retreat Notes.

### IV. Setting Strategic Issues for the Commission

Identifying and framing issues driving the work of the Commission and Department.

### V. Review and Approval of 2008-2009 Commission Strategic Plan.

Commissioners requested that the Department incorporate feedback from the retreat into the strategic plan. The Commissioners will approve a final draft at the next Commission meeting.

### VI. 2008-2009 Commission Themed-Meetings

Commissioners requested that the Department propose meeting themes based on the strategic plan at the next Commission meeting.

### VII. Approval of Minutes

President Munter announced that the minutes from June 25, 2008 will be approved at the August Commission meeting.

### VIII. Executive Director's Reports

Dr. Murase referred Commissioners to her written report and announced that in an effort to help the budget deficit, Department Heads from across the city agreed to a salary concession of a 5-day unpaid furlough effective July 1.

### IX. Nominations of Officers for 2008-2009

President Munter thanked the Commission and Staff for their support during her year as President.
**Motion to nominate Andrea Shorter for President and Kay Gulbengay as Vice President for 2008-2009 year.**
**m/s/c (Munter/Calma/Unanimous).**

Commissioner Marks requested convening a Bylaw's Committee to review the current by-laws and research the effectiveness of having two Vice Presidents. Commissioner Calma volunteered to sit on the By-laws Committee.

### XI. Public Comment

Ms. Kim Clark suggested having a longer retreat in the future to allow more time to discuss larger issues that affect women and girls.

Community members thanked the Department and Commission for a great retreat and all of the work and support they provide.

### XII. Adjournment

**Motion to adjourn meeting.**
**m/s/c (Munter/Nicky/Unanimous).**
Meeting adjourned at 3:50 pm.

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## COMMISSION MEETING AGENDA

**Wednesday, August 13, 2008**
**5:00 PM**
**City Hall, Room 263**
**San Francisco, CA 94102**

**Roster:**

| | |
|---|---|
| *President Katherine Munter* | *Commissioner Dorka Keehn* |
| *Vice President Carolene Marks* | *Commissioner Jing Xu Lee* |
| *Commissioner Nicky Calma* | *Commissioner Andrea Shorter* |
| *Commissioner Kay Gulbengay* | |

*Total Estimated Meeting Time: 1 hr 56 minutes*

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**I. CALL TO ORDER/ AGENDA CHANGES** **DISCUSSION/ACTION** *2 min.*

Remarks by President

***Action: To approve the meeting agenda.***

**II. APPROVAL OF MINUTES** **DISCUSSION/ACTION** *5 min.*

Explanatory document – Draft Minutes from June 24 and July 25, 2008.

***Action: To approve draft minutes from June 24 and July 25, 2008.***

**III. EXECUTIVE DIRECTOR'S REPORT** **DISCUSSION** *5 min.*

**A. Executive Director's Report** **Executive Director Murase**

Explanatory document – The Executive Director's Report discusses the work of the Department along 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services.

1. **Strategic Planning Retreat Report**
2. **Sexual Harassment Memo**
3. **Pay Equity Memo**
4. **Women's Policy Summit Planning Document**

**IV. CONSENT AGENDA** **DISCUSSION/ACTION** *5 min.*

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

***Action: To approve the Consent Agenda.***

**A. Resolution Marking August 26th As Women's Equality Day**
**B. Resolution Marking September as Latino Heritage Month**

## V. REPORTS

| | | DISCUSSION/ACTION | |
|---|---|---|---|
| A. | **Health** | **Vice President Marks** | *4 min.* |
| B. | **Justice & Courage** | **Commissioner Keehn** | *4 min.* |
| C. | **Violence Against Women Prevention and Intervention Grants Program** | **President Munter** | *4 min.* |
| D. | **Family Violence Council** | **Executive Director Murase** | *4 min.* |
| E. | **Girls Committee** | **Commissioner Shorter** | *4 min.* |
| F. | **Language Access** | **Commissioner Lee** | *4 min.* |
| G. | **CEDAW** | **Executive Director Murase** | *4 min.* |

## V. OLD BUSINESS

### A. Violence Against Women Grants (VAW)

**1. Funding Committee Recommendations** **President Munter** *20 min.*
The Commission will review the funding Committee recommendations for adback funds for the VAW Prevention and Intervention Grants Program for the 2008-2011 funding period.

*Action: To approve the funding allocation for adbacks for the VAW Grants Program for the 3-year funding cycle beginning FY 08-09.*

**B. Themes for Commission Meetings** **Vice President Marks** *20 min.*
Commissioners will determine ideas for themes for upcoming meetings.

**C. Election of Officers for 2008-2009** **President Munter** *10 min.*
The Commission will vote to elect the President and Vice President of the Commission for 2008-2009. At the July 25 Commission retreat, Commissioner Shorter was nominated for President and Commissioner Gulbengay was nominated for Vice President.
***Action: To elect the President and Vice President.***

## VI. PUBLIC COMMENT **DISCUSSION** *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## VIII. ADJOURNMENT **ACTION** *1 min.*

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**City and County of San Francisco**

# Commission on the Status of Women

*Mayor Gavin Newsom*

**KATHERINE MUNTER**
President

**CAROLENE MARKS**
Vice President

**NIKKI CALMA**
Commissioner

**KAY GULBENGAY**
Commissioner

**DORKA KEEHN**
Commissioner

**JING XU LEE**
Commissioner

**ANDREA SHORTER**
Commissioner

***EMILY MURASE, PhD***
*Executive Director*

## COMMISSION MEETING MINUTES

**Wednesday, August 13, 2008**
**5:00 PM**
**City Hall, Room 263**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94116**

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| **Members Present** | **Staff Present** |
|---|---|
| Commissioner Nikki Calma | Executive Director Emily Murase, PhD |
| Commissioner Kay Gulbengay | Administrative Analyst Laura Marshall |
| Commissioner Dorka Keehn | Policy Analyst Anu Menon |
| Vice President Carolene Marks | Grants Administrator Carol Sacco |
| Commissioner Andrea Shorter | Policy Analyst Jill Tregor |
|  | Commission Secretary Cynthia Vasquez |

Excused: Commissioner Jing Xu Lee and President Katherine Munter

5
3/08

## I. CALL TO ORDER/AGENDA CHANGES

Vice President Marks called the meeting to order at 5:10 pm and welcomed all present.
**Action: Approved agenda.**
**m/s/c/ (Gulbengay/Shorter/Unanimous)**
*No public comment.*

## II. APPROVAL OF MINUTES

President Munter announced that the June 24 and July 25, 2008 minutes will be approved at the September Commission meeting.
*No public comment.*

## III. EXECUTIVE DIRECTORS REPORT DISCUSSION

### A. Executive Directors Report

Dr. Murase referred Commissioners to her written report and referred Commissioners to the supporting documents which include:

- Strategic Planning Retreat Report
- Sexual Harassment Memo
- Pay Equity Memo
- Women's Policy Summit Planning Documents

Dr. Murase encouraged Commissioners to attend the Women's Policy Summit that will be held on Saturday, September 27 at the Milton Marks Conference Center, State Building.

## IV. CONSENT AGENDA

***All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.***

A. Resolution Marking August 26th as Women's Equality Day
B Resolution Marking September as Latino Heritage Month

**Action: To approve the Consent Agenda.**
**m/s/c (Shorter/Gulbengay/Unanimous)**

Carlota del Portillo, Dean of the City College of San Francisco Mission Campus, thanked the Commission for acknowledging the 34 year effort to establish a permanent home for the Mission Campus.

Commissioner Shorter thanked Ms. del Portillo for her vision and leadership.

## V. REPORTS

### A. Health

Commissioner Marks is working with a group of African American women under the age of 40 who have developed cancer to develop a pamphlet of resources to provide to the public. Commissioner Marks continues to attend meetings with groups of transgender individuals to ensure that they are receiving appropriate health care services.

Commissioner Calma thanked Commissioner Marks for taking the initiative to work with such groups. She stated that San Francisco is known for its pioneering work in addressing the needs of the transgender community and promoting innovative health initiatives.

### B. Justice and Courage

Commissioner Keehn reported that, in mid-July, the Justice and Courage Oversight Panel held its annual strategic planning session. The Oversight Panel is currently working on a work plan that will come before the Commission for approval once completed. Oversight Panel members will be scheduling a meeting with the Director of the Housing Authority to discuss housing issues. Commissioner Keehn thanked Policy Analyst Tregor for her leadership, guidance, and hard work with the Oversight Panel.

### C. Violence Against Women Prevention and Intervention Grants Program

The grants will be discussed later in the agenda.

### D. Family Violence Council

Dr. Murase reported that the Family Violence Council quarterly meeting, reviewed the composition and protocols of 3 death review teams: for children, for victims of domestic violence, and for the elderly. This meeting was well attended by judges. Dr. Murase thanked co-chairs Beverly Upton of the Domestic Violence Consortium, Kathy Baxter of the Child Abuse Prevention Council, and Mary Twomey of the Center of Excellence in addressing the Council of Elder Abuse.

### E. Girls Committee

Commissioner Shorter reported that, at the Committee has been on hiatus for the past couple of months. Staff is currently looking at having quarterly meetings of Girls service providers, including young girls who are clients. The first meeting will take place in the fall. Commissioner Shorter reported that the *Girls Service Directory* is close to being released. The Department is working with Assemblymember Fiona Ma's office to hold a joint press conference for the report's release.

### F. Language Access

A report will be provided at the September meeting.

### G. CEDAW

Dr. Murase reported that the Department along with Professor Marilyn Rubin of the City University of New York, will be conducting 2-day training for the Mayor’s budget staff on gender responsive budgeting which has never been done in the U.S. before. While many European nations have adopted this approach, San Francisco will be the first in the nation to look at budgets this way.

On September 19, the Department along with Calvert Asset Management and Vérité launch the San Francisco Gender Equality Principles Initiative. A full report will be available at the next meeting.

## V. OLD BUSINESS

### A. Violence Against Women Grants (VAW)

### 1. Funding Committee Recommendations

Dr. Murase explained that securing this year's allocations has been a difficult task. However thanks to the advocacy of Partner Agencies and Commissioners, the Department was successful in receiving adback funds. Dr. Murase introduced Jenny Louie, of the Mayor's Budget Office, who works most closely with the Department's budget.

Ms. Louie explained that it is a difficult task to cut essential programs. However, all departments were facing budget cuts across the board. The Department has received a year by year increase so even with budget cuts, the allocation overall still exceed the FY07-08 funding levels. Ms. Louie looks forward to continue working with the Department. Commissioner Gulbengay thanked Ms. Louie for attending the meeting and for providing more information on the cuts that Department is being asked to make.

Commissioners expressed concerns about the reduction to emergency services and unanimously agreed services to women and children must be preserved.

Dr. Murase explained that the Commissioners were being asked to approve the funding allocations for the VAW Grants Program for the 3-year funding cycle beginning FY 08-09, including new addbacks. The Department will also be releasing a Request for Qualifications (RFQ) for $500,000 for Lesbian, Bi-sexual, and Transgender services once the addback allocations have been approved. Dr. Murase stated that Partner Agencies are receiving a 3% increase from last years funding, and that the VAW Program expanded services this year.

**Action: Motion to approve the funding allocations for the VAW Grants Program for the 3-year funding cycle beginning FY 08-09.**
**m/s/c (Keehn/Gulbengay/Unanimous).**

Beverly Upton, Executive Director of the Domestic Violence Consortium, thanked the Commission for its support and partnership during this difficult budget season. Ms. Upton hopes to continue to work with the Department to seek funding and is thrilled to see that Community United Against Violence will have an opportunity to seek funding through the Department with the new RFQ that will be available.

Vanessa Flower with the Asian Women's Shelter expressed her gratitude to the Commission for restoring funding to the Partner Agencies. Ms. Flower expressed her fear of services being cut to the most vulnerable populations.

Roberta Toomer, Executive Director of WOMAN, Inc., thanked the Commission for restoring funding to the Partner Agencies at the 07-08 levels and hopes to continue to work with the Commission/Department to restore funding to all 07-08 programs.

Kathy Black, Executive Director of La Casa de las Madres, thanked the Commission for restoring funding to the Partner Agencies that are providing life saving services to the women and girls of San Francisco. Ms. Black acknowledged the dedication of the Partner Agencies, Commissioners, and Department staff during the addback process and hopes to continue that great partnership.

Farah Aribe of the Arab Cultural Center thanked the Commission for restoring funding and hopes to continue to partner with the Department in advocating for more funding.

### B. Themes for Commission Meetings

Commissioner Marks requested that the Commissioners develop themes for the next year of Commission meetings. This past year, the Commission heard various informational presentations in an effort to develop a working plan for this next year.

Commissioners suggested the following:

- Hold joint committee meetings with other city bodies to discuss how city departments can better collaborate as well as bring the work that we do to the forefront.
- Prioritize the work of the Commission and develop meetings around those priorities.
- Ensure that the presenters provide information that is data driven
- Have departments that we are monitoring for the CEDAW Ordinance implementation provide updates (Department of Public Works, the Rent Board, Adult Probation Department, Juvenile Probation Department, the Arts Commission, and the Department of the Environment).
- Determine what other City departments we would like to monitor for CEDAW implementation.
- Have City departments that are providing gender specific services make presentations.
- Explore employment and pay parity.

Commissioners requested that the Department propose meeting topics based on the Commissioners feedback.

### C. Election of Officers for 2008-2009

**Action: Motion to elect Commissioner Shorter as President and Commissioner Gulbengay as Vice President.**
**m/s/c (Keehn/Marks/Unanimous).**
Commissioners thanked President Munter and Vice President Marks for their2 years of leadership and guidance.

## VI. PUBLIC COMMENT

Pamela Cole provided public comment.

Jovida Ross, Executive Director of Community United Against Violence (CUAV) thanked the Commission for developing an RFQ for the Lesbian, Bi-Sexual, and Transgender communities.

## VII. ADJOURN

**Motion to adjourn meeting.**
**m/s/c (Shorter/Marks/Unanimous).**
Meeting adjourned at 6:45 pm.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at http://www.sfgov.org/cosw.

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**City and County of San Francisco**

# Commission on the Status of Women

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Vice President

**NICKY CALMA**
Commissioner

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Commissioner

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Commissioner

**CAROLENEN MARKS**
Commissioner

**KATHERINE MUNTER**
Commissioner

***EMILY MURASE, PhD***
*Executive Director*

## COMMISSION MEETING AGENDA

**Wednesday, September 24, 2008**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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**Roster:**
*President Andrea Shorter*
*Vice President Kay Gulbengay*
*Commissioner Nicky Calma*
*Commissioner Dorka Keehn*
*Commissioner Jing Xu Lee*
*Commissioner Carolene Marks*
*Commissioner Katherine Munter*

*Total Estimated Meeting Time: 1 hr 13 minutes*

85
1
/24/08

**I. CALL TO ORDER/ AGENDA CHANGES** — **DISCUSSION/ACTION** — *2 min.*

Remarks by President

***Action: To approve the meeting agenda.***

**II. APPROVAL OF MINUTES** — **DISCUSSION/ACTION** — *5 min.*

Explanatory document – Draft Minutes from June 24, July 25 and August 13, 2008.

***Action: To approve draft minutes from June 24, July 25 and August 13, 2008.***

**III. EXECUTIVE DIRECTOR'S REPORT** — **DISCUSSION** — *5 min.*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document – The Executive Director's Report discusses the work of the Department along 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services.

**B. Update on San Francisco's Gender Equality Principals** — **Staff** — *5 min.*

**IV. CONSENT AGENDA** — **DISCUSSION/ACTION** — *20 min.*

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***Action: To approve the Consent Agenda.***

**A. Resolution Commemorating the Life of Lesbian Rights Activist Del Martin, 1921-2008**
**B. Resolution Marking the 20th Anniversary of the Lavender Youth Recreation & Information Center**
**D. Resolution Recognizing October as Domestic Violence Awareness Month**
**E. Resolution Recognizing 10 years of the Tall Ship Semester for Girls**
**F. Resolution Marking the 25th Anniversary of The Riley Center**

## V. OLD BUSINESS

**A. Strategic Plan Approval** **Executive Director Murase** *10 min.*

The Commission will review and approval of 2008-2009 Commission Strategic Plan.

***Action: To approve the 2008-2009 Commission Strategic Plan.***

**B. Themes for Commission Meetings and location for Community Meeting** **President Shorter** *20 min.*

Commissioners will determine ideas for themes for upcoming meetings.

## VII. PUBLIC COMMENT DISCUSSION *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## VIII. ADJOURNMENT ACTION *1 min.*

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## COMMISSION MEETING MINUTES

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| Vice President Kay Gulbengay | Policy Analyst Anu Menon |
| Commissioner Dorka Keehn | Policy Analyst Jill Tregor |
| Vice President Carolene Marks | Grants Administrator Carol Sacco |
| Commissioner Katherine Munter (5:20 pm) | |
| President Andrea Shorter | |

Excused: Commissioner Jing Xu Lee

5
4/08

### I. CALL TO ORDER/AGENDA CHANGES

President Andrea Shorter called the meeting to order at 5:10 pm and welcomed all present. On the occasion of her first meeting as President, she thanked her fellow Commissioners, Department staff, and community partners for their work.

**Action: Approved agenda. m/s/c/ (Marks/Keehn/Unanimous)**

*No public comment.*

### II. APPROVAL OF MINUTES

**Action: Approved draft minutes from June 24, July 25, and August 13, 2008.**
**Action: Approved amended draft minutes from February 27, 2008.**
**m/s/c/ (/Shorter/Unanimous)**

### III. EXECUTIVE DIRECTORS REPORT DISCUSSION

### A. Executive Director's Report

Explanatory document - The Executive Director's Report discusses the work of the Department according to the 5 principles of the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) Ordinance: Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services.

Dr. Murase highlighted the Department's work providing assistance to the Human Service Agency on developing a new women's facility for permanent supportive housing. Commissioner Marks asked about the time commitment involved in the housing work, given that the Department does not have much time to work on health issues. Dr. Murase responded that the Department was invited to provide technical assistance to the project at the request of Dariush Kayhan of the Mayor's Office. Commissioners expressed support for the work. Commissioner Marks inquired about the status of the collaboration with the Department of Public Health on a proposed women's health coordinator. Dr. Murase responded that efforts were being spearheaded by the Human Service Agency.

Grants Administrator Carol Sacco reported that last year Combined Charities Campaign raised $1.5 million. This year, the City has a goal of raising $1.6 million. In past years, 100% of Department staff members have donated through the campaign, which runs through the month of October. Dr. Murase encouraged all Commissioners to also donate. President Shorter encouraged donations by Commissioners as well.

Policy Analyst Anu Menon reported that the Gender Equality Principles Initiative was kicked off last Friday, September 19 with an inaugural roundtable. Following the information session in May, 13 private sector entities have signed on to the Initiative. The roundtable focused on work-life balance and career development. Commissioner Gulbengay commended the Department on its progress, from initial discussions about the project to actually having companies commit to the Initiative. Ms. Menon stated that the next roundtable will be held on January 9, with a third roundtable scheduled for March, to coincide with Women's History Month. The Department hopes to feature the Mayor and CEOs of participating companies at the March event. Commissioner Keehn asked about common issues that surfaced during the roundtable. Ms. Menon responded that participants shared a concern about modeling of work-life balance among senior executives and the importance of making the issues relevant to all employees, including women without children and men.

## IV. CONSENT AGENDA

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**A. Resolution Commemorating the Life of Lesbian Rights Activist Del Martin, 1921-2008**
**B. Resolution Marking the 20th Anniversary of the Lavender Youth Recreation & Information Center**
**D. Resolution Recognizing October as Domestic Violence Awareness Month**
**E. Resolution Recognizing 10 Years of the Tall Ship Semester for Girls**
**F. Resolution Marking the 25th Anniversary of the Riley Center**

**Action: To approve the Consent Agenda.**
**m/s/c (Gulbengay/Munter/Unanimous)**

Jodi Schwartz, Executive Director of LYRIC, expressed appreciation for the Commission's resolution commemorating 20 years of service. She provided annual reports and invited Commissioners to celebratory events. She introduced Emily Encina who is a member of the Young Women's Leadership Program which is partially funded by the Department. President Shorter explained that she had served on the board many years ago.

Alicia Hill, Tall Ships Semester for Girls, thanked the Commission for the resolution marking the 10-year anniversary. Last year, the program took girls on a 6-week voyage to the Caribbean. Ms. Hill explained that the experience changed her life.

Mari Alaniz, Executive Director of the Riley Center, expressed appreciation for the Commission's resolution marking 25 years of service and invited Commissioners to a celebration on Sunday, October 5.

## V. OLD BUSINESS

### A. Strategic Plan Approval

Dr. Murase directed Commissioners to the revised Strategic Plan for FY08-09, included in their materials, she stated that it is similar to earlier drafts, though it has been reorganized based upon attempts by the Department to make program headings more intuitive. Commissioner Dorka Keehn suggested that

Commissioners be assigned for each area. The following Commissioners were assigned to the respective areas:

| | |
|---|---|
| Women's Human Rights - | Vice President Gulbengay |
| Violence Against Women Prevention & Intervention Grants Program | Commissioner Munter |
| Justice & Courage Project | Commissioner Keehn |
| Family Violence Council | Andrea Evans (Former Commissioner and now designee) |
| Language Access | Commissioner Lee |
| Trafficking | President Shorter |
| Sexual Harassment | Commissioner |
| Healthcare | Commissioner Marks |

Maxine Doogan, who identified herself as an Erotic Service Provider, commented on the trafficking portion of the strategic plan. She suggested that the strategic plan include an investigation into the number of convictions, a listing of industries that victims are trafficked into, and other data.

Slava Saska asked the Commission to consider both sides of the anti-trafficking issue. He stated that the Coalition Against Trafficking in Women sees things differently from the Global Alliance Against Trafficking in Women.

**Action: To approve the 2008-2009 Commission Strategic Plan.**
**m/s/c (Marks/Calma/Unanimous)**

### B. Themes for Commission Meetings and Location for Community Meeting

Commissioners discussed the proposed schedule of topics.

Policy Analyst Anu Menon provided a suggestion for additional themes. Several months include updates from Departments that have completed a gender analysis. The Commission could also ask new departments to come forward to answer questions about the status of women employees and constituents served by that department. This could be a way to raise the visibility of the Commission with other departments, as discussed at the July 2008 Retreat. Commissioner Keehn asked if there are any areas that the Commission wants to educate itself on.

Commissioners discussed the gender budgeting training that the Department conducted with the Mayor's Budget Office. This was the first time in the history of the U.S. that a municipality looked at its budget with a gender lens, and Department staff members are currently working with the Mayor's Budget Office toward incremental implementation. Commissioners asked to have an update from the Mayor's Budget Office on how this process worked for them, and discussed the best timing for it. President Shorter stated that this is a very important issue and should be central and core to how the City's budget should be constructed. Because May and June are very busy months for the Mayor's Budget Office, Dr. Murase suggested inviting representatives to the July Commission meeting. This will allow them time to analyze how the gender budgeting format worked. Vice President Gulbengay suggested also having representatives attend the December 17, 2008 Commission meeting, since budget instructions are released in December, to provide the Commission with their strategies for how they will be implementing a gendered framework in the upcoming budget cycle.

Beckie Masaki, Executive Director of the Asian Women's Shelter, recommended that the Commission hold its November community meeting on trafficking at Cameron House. Cameron House is funded by the Department as part of the Anti-Asian Trafficking Collaborative. Ms. Masaki asked that the Commission include as part of its regular agenda an update from Partner Agencies so that service providers can inform the Commission of their activities.

## VII. PUBLIC COMMENT

President Shorter explained that the Commission and the Department is not permitted to take a position on ballot initiatives. Videographer Maxine Doogan identified herself. President Shorter explained that member of the public are entitled to videotape public proceedings.

Slava Saska, a union organizer for IWW and in favor of Prop K (decriminalizing prostitution), highlighted the mischaracterization of the issue by opponents of Prop K. He recommended that the community be involved in a dialogue with consensual sex workers.

Reverend Glenda Hope who has worked in the Tenderloin for 36 years and is a founder of the Safe House for Women stated that of the clients she works with, 75% of women reported extended periods of homelessness, 90% have mental health diagnoses, and 90% reported sexual abuse or rape. Reverend Hope objected to the provision in Prop K that would prohibit funding of services for prostitutes.

Suzy Wong, a 25 year veteran of housing issues, spoke against Prop K and expressed concern about the provision that would eliminate funding for services.

Carmen Rosales who works in the Mission District expressed concern about existing problems with drugs and violence, which she expects to worsen with the decriminalization of prostitution. She objects to the message to children that prostitution is OK.

Aileen Hernandez who serves on the board of Safe House spoke about the women's movement in the 1960s. She explained that the leaders in this movement concluded that there is no such thing as voluntary prostitution. She is very concerned about the elimination of funding to organizations that address the needs of women. She urged the Commissioners to read the proposition carefully.

Dara Sinara, Anti-Trafficking Coordinator at the SAGE Project, stated that the Commission would not be hearing from the women who are most impacted, the women who are regularly raped and violated as prostitutes. She fears that the proposition legitimizes pimps and trafficking.

Molly Ring, Outreach Worker at the SAGE Project, explained that the SAGE Project works to end the exploitation of women and stated that the proposition would ultimately cause harm to women.

Nora Del Vaca, stated that a similar ballot initiative was conducted in Berkeley but was voted down by 64%. She stated that Prop K would have a negative impact on women as it would take away the city's ability to fight pimps and trafficking.

Stacey has been a prostitute for 10 years, 5 years in San Francisco. She explained that when she started out, she had no money for food. One of her early clients abused her, but she was terrified to go to the police. She explained that her sex work enables her to pursue her bachelor's degree. She recently joined the St. James Infirmary staff as a grant writer and wants to improve the working condition for prostitutes.

Maxine Doogan is an erotic service provider and a proponent of Prop K. She and other sex workers submitted 12,000 signatures in support of Prop K. She stated that by decriminalization Prop K, prostitutes will no longer be afraid to come forward when they are victims of crime. According to Ms. Doogan, Prop K will promote public health and free up public monies to be directed to serious crimes.

Rachel West of the US Prostitutes Collective stated her belief that Prop K would have a life-saving impact on women. Ms. West stated that Immigrant women fear police raids. imprisonment, rape, and deportation.

Lori Daran, a 35-year veteran of nursing and legal action for women, stated that no women are safe when prostitute women are unsafe. She reported on a serial killer in Los Angeles that is targeting women victims. She expressed that Prop K will provide a public mandate to redirect police resources to serious crime.

Lela stated that women should determine their own destinies. She objected to negative views about sex and criminalizing prostitutes. She urged that police enforcement should be directed to kidnappers, panderers, and women abusers, rather than on mothers, sisters, and daughters. She explained that she is a student who is entitled to control her future.

## VIII. ADJOURN

President Shorter, together with Commissioner Marks in absentia, asked that the meeting be adjourned in memory of human rights and women rights activist Del Martin.

**Motion to adjourn the meeting in memory of Del Martin. m/s/c (Munter/Gulbengay/Unanimous).**

Meeting adjourned at 6:55 pm.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

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Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave. Suite 130, San Francisco, CA 94102, phone: 415-252-2570, fax 415-252-2575 Also, to the extent possible, documents will be available on the COSW website at http://www.sfgov.org/cosw

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**City and County of San Francisco**
# Commission on the Status of Women
*Mayor Gavin Newsom*

**ANDREA SHORTER**
**President**

**KAY GULBENGAY**
**Vice President**

**NICKY CALMA**
**Commissioner**

**DORKA KEEHN**
**Commissioner**

**JING XU LEE**
**Commissioner**

**CAROLONE MARKS**
**Commissioner**

**KATHERINE MUNTER**
**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

## Notice of Special Meeting
## Saturday, September 27, 2008
10:00 AM - 3:00 PM
Milton Marks Conference Center
455 Golden Gate Avenue
San Francisco, CA 94102

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The Commission and the Department will participate in the San Francisco Women's Policy Summit 2008.

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Commissioner

**CAROLENEN MARKS**
Commissioner

**KATHERINE MUNTER**
Commissioner

***EMILY MURASE, PhD***
*Executive Director*

# COMMISSION MEETING AGENDA

**Wednesday, October 22, 2008**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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**Roster:**

| | |
|---|---|
| *President Andrea Shorter* | *Commissioner Jing Xu Lee* |
| *Vice President Kay Gulbengay* | *Commissioner Carolene Marks* |
| *Commissioner Nicky Calma* | *Commissioner Katherine Munter* |
| *Commissioner Dorka Keehn* | |

*Total Estimated Meeting Time: 1 hr 55 minutes*

## I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *2 min.*

Remarks by President Shorter.

***Action: To approve the meeting agenda.***

## II. APPROVAL OF MINUTES — DISCUSSION/ACTION — *5 min.*

Explanatory document – Draft Minutes from September 24, 2008.

***Action: To approve draft minutes from September 24, 2008.***

## III. EXECUTIVE DIRECTOR'S REPORT — DISCUSSION — *5 min.*

### A. Executive Director's Report — Executive Director Murase

Explanatory document – The Executive Director's Report discusses the work of the Department along 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services.

## IV. CONSENT AGENDA — DISCUSSION/ACTION — *15 min.*

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

***Action: To approve the Consent Agenda.***

A. **Resolution Marking the 30th Anniversary of Women Organized to Make Abuse Non-Existent, Inc.**
B. **Resolution Recognizing Dr. Sandra Hernandez, 2008 Silver SPUR Recipient**
C. **Resolution Marking the 35th Anniversary of San Francisco Women Against Rape**
D. **Resolution Honoring San Francisco 311, 2008 Recipient of Ebbies Award**
E. **Resolution Honoring the Fillmore Heritage Center, 2008 Recipient of the Excellence in Business Award**
F. **Resolution Honoring Norma Hotaling, 2008 Recipient of the Cheyenne Bell Leadership Award**

| **V.** | **REPORTS** | **DISCUSSION/ACTION** | |
|---|---|---|---|
| **A.** | **Health** | **Commissioner Marks** | *3 min.* |
| **B.** | **Justice & Courage** | **Commissioner Keehn** | *3 min.* |
| **C.** | **Women's Human Rights Treaty** | **Vice President Gulbengay** | |
| **D.** | **Violence Against Women (VAW) Prevention and Intervention Grants Program** | **Commissioner Munter** | *3 min.* |
| **E.** | **Girls Committee** | **President Shorter** | *3 min.* |
| **F.** | **Language Access** | **Commissioner Lee** | *3 min.* |
| **G.** | **Family Violence Council** | **Executive Director Murase** | *3 min.* |

## VI. OLD BUSINESS

**A. Violence Prevention and Education Services for the Lesbian, Bisexual and Transgender Communities** *10 min.*

Based on input from the VAW Review Panel, the VAW Funding Committee will submit recommendations for Violence Prevention and Education Services for the Lesbian, Bisexual and Transgender (LBT) Communities under the VAW Prevention and Intervention Grants Program for the 2008-2011 funding period.

**Action: To approve the $50,000 funding allocation for the LBT Violence Prevention and Education Services.**

## VII. NEW BUSINESS — DISCUSSION

**A. Women and Public Housing**

**1. Presentation by the San Francisco Housing Authority** *25 min.*

San Francisco Housing Authority staff will discuss the status of women and girls in public housing. *(15 min. Q&A)*

**2. Presentation by Bay Area Legal Aid** *10 min.*

Bay Area Legal Aid Staff Attorney Minouche Kandel will discuss policy recommendations forwarded to the Housing Authority to better serve survivors of domestic violence. *(5 min. Q&A)*

**3. Presentation by La Casa de las Madres** *10 min.*

La Casa de las Madres staff Clair McCullough will present the community perspective on domestic violence survivors and public housing *(5 min. Q&A)*

## VII. PUBLIC COMMENT — DISCUSSION — *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## VIII. ADJOURNMENT — ACTION — *1 min.*

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City and County of San Francisco

# Commission on the Status of Women

*Mayor Gavin Newsom*

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Commissioner

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ANDREA SHORTER
Commissioner

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## COMMISSION MEETING MINUTES

**Wednesday, October 22, 2008**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

| **Members Present** | **Staff Present** |
|---|---|
| Vice President Kay Gulbengay | Administrative Analyst Laura Marshall |
| Commissioner Dorka Keehn (via phone) | Policy Analyst Anu Menon |
| Vice President Carolene Marks (via phone) | Policy Analyst Jill Tregor |
| Commissioner Katherine Munter (5:20 pm) | Grants Administrator Carol Sacco |
| President Andrea Shorter | |

Excused: Commissioner Nicky Calma and Commissioner Jing Xu Lee

### I. CALL TO ORDER/AGENDA CHANGES

President Andrea Shorter called the meeting to order at 5:07 pm and welcomed all present. In the interest of time, she proposed amending the agenda to have the Executive Director's report at the end of the meeting.

**Action: To approve the amended agenda. m/s/c/ (Munter/Marks/Unanimous)**

*No public comment.*

### II. APPROVAL OF MINUTES

**Action: To approve the minutes from September 24, 2008.**
**m/s/c/ (Gulbengay/Munter/Unanimous)**

### IIII. CONSENT AGENDA

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

**A. Resolution Marking the 30th Anniversary of Women Organized to Make Abuse Non-Existent, Inc.**
**B. Resolution Honoring the 2008 Recipients of the Silver SPUR Award**
**C. Resolution Marking the 35th Anniversary of San Francisco Women Against Rape**
**D. Resolution Honoring San Francisco 311, 2008 Recipient of Ebbies Award**
**E. Resolution Honoring the Fillmore Heritage Center, 2008 Recipient of the Excellence in Business Award**
**F. Resolution Honoring Norma Hotaling, 2008 Recipient of the Cheyenne Bell Leadership Award**

**Action: To approve the Consent Agenda.**
**m/s/c (Gulbengay/Munter/Unanimous)**

Roberta Toomer, Executive Director of WOMAN, Inc.and staff thanked the Commission for recognizing the agency's 30 years of service, during which WOMAN, Inc. has helped over 200,000 survivors.

## IV. REPORTS

### A. Health

Commissioner Marks reported that she continues to work with a group of African American women who will be releasing a brochure educating younger African American women on the importance of cancer screenings and other health resources for women.

### B. Justice & Courage

Policy Analyst Jill Tregor reported that the trial of murder suspect Tari Ramirez concluded. He was convicted of 2nd degree murder in the domestic violence homicide of Claire Joyce Tempongko which carries a sentence of 16 year to life in prison. District Attorney Kamala Harris committed to ensuring that any parole hearing Mr. Ramirez may have will be followed closely by her office and include impact statements from the family.

### C. Women's Human Rights Treaty

Senior Policy Analyst Ann Lehman reported that staff continues to meet with companies engaged in the Gender Equality Principles Initiative, including Google which just joined.

Department staff will be meeting with the Mayor's Budget Office to discuss inclusion of gender budgeting principles for the next budget cycle.

### D. Violence Against Women (VAW) Prevention and Intervention Grants Program

Grants Administrator Carol Sacco reported that the contracts have been completed for the next funding cycle. Executive Director Murase thanked Ms. Sacco for her diligence in completing those contracts.

### E. Girls Committee

Commissioner Shorter reported that she met with Department staff to discuss the quarterly policy roundtables for girls services providers, the first of which will be held on November 18.

Dr. Murase reported that the Department of Children, Youth and Their Families (DCYF) released a draft of its 3-year needs assessment report that did not initially have data desegregated by gender. This oversight will be corrected in a revised version of the report which should be released in the next couple of weeks.

### F. Language Access

Executive Director Murase reported that, as a direct result of the Justice and Courage Audit, the Office of Language Services has organized free Spanish classes for criminal justice personnel. The Board of Supervisors approved a grant from the Zellerbach Foundation to expand language access services. Dr. Murase recognized Ms. Tregor's work in collaborating with the Office of Language Services on the grant proposal.

### G. Family Violence Council

Executive Director Murase reported that the Family Violence Council just celebrated its 1 year anniversary. Dr. Murase thanked Beverly Upton, Kathy Baxter, and Mary Twomey for co-chairing the Council. The next meeting of the Council will be held in January.

## V. OLD BUSINESS

### A. Violence Prevention and Education Services for the Lesbian, Bisexual and Transgender Communities

Grants Administrator Carol Sacco reported that based on input from the VAW Review Panel, the VAW Funding Committee has developed a recommendation for the Violence Prevention and Education Services for the Lesbian, Bisexual and Transgender (LBT) Communities Grant under the VAW Prevention and

Intervention Grants Program for the 2008-2011 funding period. A total of 3 applications were distributed, but only 1 application was received.

**Action: To approve the $50,000 funding allocation for the LBT Violence Prevention and Education Services to Communities United Against Violence.**
**m/s/c (Marks/Shorter/Unanimous)**

Commissioner Marks stated that she was pleased that the Department would be funding this underserved community and recommended that the Department send out a press release acknowledging funding Community United Against Violence.

## VI. NEW BUSINESS

### A. Women and Public Housing

#### 1. Presentation by the San Francisco Housing Authority (SFHA)

Henry Alvarez, the new Director, explained that there is a new sense of openness and reform under his leadership. The SFHA serves over 6,000 families in the city and currently have 7,400 units for Section 8 clients. The Hope VI project is working to improve public and affordable housing opportunities and living conditions through modernization, reconstruction, innovative revitalization proposals and implementation programs, development of financial strategies, and aggressive pursuit of legislation and funding opportunities. There are 1,000 Hope VI units and, of those units, 70% are occupied by families headed by women. Mr. Alvarez provided race based data on the current status of all units maintained by the SFHA. SFHA follows the Violence Against Women (VAW) Act and works to keep families together with the limited resources available.

Mr. Alvarez reported that 50% of the units maintained by the SFHA are occupied by disabled individuals or elderly individuals and that the clients that they serve earn an annual income of $10-12,000 a year. Many clients are on Social Security, child support or some type of public assistance.

Mr. Alvarez welcomed the offer by community agencies and service providers to work together in collaboration and meet with him and the SFHA staff to continue to serve vulnerable population such as domestic violence survivors.

Dr. Murase extended the resources of the Department to provide Mr. Alvarez with technical assistance for conducting a gender analysis of public housing.

President Shorter thanked Mr. Alvarez for attending meeting and stated that she would like to have a follow-up presentation that will have specific data on women and girls.

#### 2. Presentation by Bay Area Legal Aid

Bay Area Legal Aid Staff Attorney Minouche Kandel discussed policy recommendations forwarded to the Housing Authority that will better serve survivors of domestic violence. The recommendations were as follows:

**1. Permit "Rent Freeze" and wait list placement even after tenant has vacated the unit.**
Often domestic violence survivors must move from their housing unit for safety reasons, before they can complete the required documents to move or before another unit can be offered to them. The SFHA can continue to charge rent for a unit that is no longer being occupied and if the rent is not paid the tenant will then be evicted or can be removed from the priority transfer waiting list. It is important for low income domestic violence survivors to be able to maintain their position on the priority transfer list without paying rent for a unit that is not safe for them occupy.

**2. Provide Section 8 to domestic violence survivors on the priority transfer waitlist**
Currently SFHA does not provide conventional housing tenants who need a priority transfer with Section 8 vouchers however they have the option to do it.

**3. Create and InterCounty transfer policy**
Often clients would like to transfer to other public housing units and there is currently no process to enable tenants to transfer from one public housing unit to another.

**4. Ensure organizations managing SFHA must accept priority transfers from SFHA**
A SFHA resident may be approved for a priority transfer, but rejected by development managers or private property managers due to strict eligibility criteria imposed. Ms. Kandel suggested having the contract that development managers and private property managers sign state that they will abide by same eligibility requirements set for other city services.

**5. Broaden the priority transfer policy to include all low income housing providers receiving City funds**
Currently tenants who are seeking to move immediately due to domestic violence are moved from one SFHA development to another. Often people remain on the priority transfer list for many months and possibly over a year because they do not wish to relocate from one violent situation to another. This option along with the previous recommendation would allow for a quicker transfer time.

**6. Restore the Domestic Violence "Point Person" at SFHA**
Having someone in this position will ensure that domestic violence survivors who are receiving other community services have someone advocate for this critical population.

Ms. Kandel suggested institutionalizing a system of receiving feedback from clients and services providers to efficiently serve domestic violence survivors within the SFHA system.

### 3. Presentation by La Casa de las Madres

Clair McCullough the Safe Housing Project Coordinator with La Casa de las Madres works with subsidized housing sites and private housing sites providing counseling services, workshops, out reach support and case management consolations for survivors of domestic violence. Many of the clients she serves are afraid of vacating an unsafe housing situation in fear of loosing their housing all together. Many have put in a priority transfer order however that often takes months and possibly over a year to have another unit available. Some clients often fear that they will loose their housing because their batterer has their name on the lease. Victims of domestic violence no longer receive priority points when applying for SFHA assistance which causes them to continue to live in an unsafe situation or look for housing elsewhere. The Safe Housing Project which is newly funded by the Department provides outreach to public housing residence of the services available to them. Ms. McCullough stated that she hopes to work in closer collaboration with the SFHA to better serve their clients.

## VII. EXECUTIVE DIRECTORS REPORT DISCUSSION

### A. Executive Director's Report

Explanatory document - The Executive Director's Report discusses the work of the Department according to the 5 principles of the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) Ordinance: Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services.

Dr. Murase was pleased to report that100% of Department staff members donated to the Combined Charities campaign raising over $1900 this year. Dr. Murase thanked Carol Sacco for her continued work coordinating this project for the Department as well as the first annual cell phone drive.

## VIII. PUBLIC COMMENT

Beverly Upton, Executive Director with the Domestic Violence Consortium, thanked the Commission for funding CUAV and hopes to continue to collaborate with the Commission to advocate funding for domestic violence victims and survivors. Ms. Upton welcomed Mr. Alvarez from the SFHA to attend the next Family Violence Council meeting.

## IX. ADJOURN

**Motion to adjourn the meeting in memory and celebration of the life of Claire Joyce Tempongko. m/s/c (Munter/Shorter/Unanimous).**

Meeting adjourned at 6:55 pm.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax 415-252-2575 Also, to the extent possible, documents will be available on the COSW website at http://www.sfgov.org/cosw.

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City and County of San Francisco

# Commission on the Status of Women

*Mayor Gavin Newsom*

ANDREA SHORTER
President

KAY GULBENGAY
Vice President

NICKY CALMA
Commissioner

DORKA KEEHN
Commissioner

JING XU LEE
Commissioner

CAROLENEN MARKS
Commissioner

KATHERINE MUNTER
Commissioner

*EMILY MURASE, PhD*
*Executive Director*

## COMMISSION COMMUNITY MEETING AGENDA

**Wednesday, November 19, 2008**
**5:00 PM**
**Donaldina Cameron House**
**Culbertson Hall**
**920 Sacramento Street (cross street Stockton)**
**San Francisco, CA 94108**

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**Roster:**

*President Andrea Shorter*
*Vice President Kay Gulbengay*
*Commissioner Nicky Calma*
*Commissioner Dorka Keehn*
*Commissioner Jing Xu Lee*
*Commissioner Carolene Marks*
*Commissioner Katherine Munter*

*Total Estimated Meeting Time: 1 hr 18 minutes*

### I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *2 min.*

Remarks by President Shorter.

***Action: To approve the meeting agenda.***

### II. APPROVAL OF MINUTES — DISCUSSION/ACTION — *5 min.*

Explanatory document – Draft Minutes from October 22, 2008.

***Action: To approve draft minutes from October 22, 2008.***

### III. EXECUTIVE DIRECTOR'S REPORT — DISCUSSION — *5 min.*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document – The Executive Director's Report discusses the work of the Department along 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services.

### IV. CONSENT AGENDA — DISCUSSION/ACTION — *5 min.*

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

*Action: To approve the Consent Agenda.*

**A. Resolution Recognizing the Contributions of State Senator Carole Migden**
**B. Resolution Congratulating Speaker Nancy Pelosi for her Re-Election the U.S. Congress**
**C. Resolution Congratulating Congresswoman Jackie Speier for her Re-Election to the U.S. Congress**
**D. Resolution Congratulating Assemblyperson Fiona Ma on her Re-Election to the California State Assembly**
**E. Resolution Commemorating 16 Days of Activism Against Gender Violence, November 25 - December 10, 2008.**

### V. NEW BUSINESS

### A. Human Trafficking — DISCUSSION/ACTION

**1. Presentation by the Department of Public Health** *15 min.*
Dr. Johnson Ojo, Manager of Massage Parlor Licensing and Coordinator of the Mayor's Massage Program Taskforce will discuss the interagency effort to address trafficking. (5 Q&A)

**2. Presentation by the San Francisco Police Department (SFPD)** *10 min.*
Lt. Mary Petrie, SFPD Vice Crimes Unit, will discuss criminal justice issues related to human trafficking. (5 Q&A)

**3. Presentation by Asian Anti-Trafficking Collaborative (AATC)** *10 min.*
Hediana Utarte and Ivy Lee with the AATC will discuss outreach strategies to trafficking victims. (5 Q&A)

**4. Presentation by Standing Against Global Exploitation (SAGE)** *10 min.*
Donna Sinar and Molly Ring with the SAGE Project will discuss intervention strategies. (5 Q&A)

***Action: To co-sponsor a convening on human trafficking in late spring 2009 with the Jewish Coalition Against Human Trafficking and the Human Rights Commission.***

## VII. OLD BUSINESS

### A. Current Year Budget — DISCUSSION/ACTION

**1. Presentation on the City's fiscal crisis.** *10 min.*
Kate Howard, Mayor's Budget Office, will present an overview of the projected current year deficit. (5 Q&A)

**2. Mid-Year Reductions**
The Commission will discuss the mid-year reductions required by the Mayor's Budget Office. *5 min.*
*Action: To approve mid-year reductions.*

## VIII. PUBLIC COMMENT — DISCUSSION — *10 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## IX. ADJOURNMENT — ACTION — *1 min.*

City Hall is accessible to persons using wheelchairs and others with disabilities. Assistive listening devices are available and meetings are open-captioned. Agendas are available in large print. Materials in alternative formats, American Sign Language interpreters, and other accommodations will be made available upon request. Please make your request for alternative format or other accommodations to the Department on the Status of Women at 415-252-2570. Providing at least 72 hours notice prior to the meeting will help to ensure availability. The meeting location is accessible by the 30 Stockton bus line. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based scented products. Please help the City to accommodate these individuals. For inquiries or requests for accommodations, please call 415- 554-6789 (V), 415-554-6799 (TTY).

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City and County of San Francisco
Department on the Status of Women
Mayor Gavin Newsom
Executive Director Emily M. Murase, PhD

# EXECUTIVE DIRECTOR'S REPORT
November 19, 2008

*Each heading refers to a specific principle of the local Convention to Eliminate All Forms of Discrimination Against Women (CEDAW) Ordinance as reflected in the Commission's Strategic Plan.*

## I. Implementation of Women and Girls' Human Rights

### A. Gender Equality Principals (GEP) Initiative
Policy Analysts Anu Menon and Ann Lehman have been meeting with experts on work life balance and career development to collect their comments on the indicators for the Gender Equality Principle #2: *Work Life Balance and Career Development.* They will compile comments from experts as well as GEP Initiative participants to update the indicators. At the end of October, they met with McKinsey Consulting which has expertise in women's leadership development and the staff of The Level Playing Field Institute which has conducted extensive research on why employees leave corporations, including work life balance issues, and how to retain them. They will continue to meet with organizations such as the UC Hastings Work-Life Center and the Labor Project for Working Families before finalizing the indicators.

Google has also agreed to be a part of the initiative. McKesson is sponsoring the next roundtable set for January 23, 2009. IBM has agreed to sponsor the following roundtable, tentatively set for April 2009.

### B. Gender Responsive Budget Training
As a follow up to the Gender Responsive Budgeting Training held in August, the Mayor's Budget Office indicated that there will be a gender equality component in this year's budget instructions as part of the Efficiency Plans and Performance Measures required from each department.

## II. Right to Bodily Integrity

### A. Justice & Courage

### 1. Domestic Violence Response Cross-Training Institute
The Institute grant with Blue Shield ends December 1, 2008. Department staff is working on finalizing the project. The Department sent letters to each of the 5 criminal justice departments involved in the Institute requesting that they prioritize the training of their staff in the coming fiscal year by designating training dollars to their portion of the cost of the Institute. This would allow the Department mix City and potential grant funding to offer the Institute again in FY09-10.

### 2. Domestic Violence Victim Safety & Accountability Audit
The month of October, Domestic Violence Awareness Month, was full of activities domestic violence awareness activities, many of which were attended by staff.

The Audit Implementation Committee received a report from the Department of Emergency Management/9-1-1 that the agency has added a radio code for stalking, and have activated their premise hazard warnings which alert police officers to addresses that have previous incidence of domestic violence, in cooperation with the Police Department. Both of these are enormously good news, each an issue identified as problematic in the *Safety and Accountability Audit.*

### 3. Language Services

Ms. Tregor is now a member of the Language Access Coalition, which meets monthly with the Police Department on implementation of the SFPD General Order on Language Access. The Coalition, led by the Office of Language Services, is also working on many of the language issues raised in the *Safety and Accountability Audit.*

### 4. Human Trafficking

Ms. Tregor continues to work with the Jewish Coalition Against Human Trafficking, and the Human Rights Commission to plan a convening on the issue of human trafficking in San Francisco for January or February of 2009. She attended a meeting of the North Bay Coalition Against Human Trafficking, along with intern Callen Kurpinsky, on Wednesday November 5, 2008. The meeting provided a forum for information exchange among federal, state, and local officials.

### 5. U-Visas

Ms. Tregor has been working on organizing a meeting with the Police Department to further discuss U-Visa certifications, which will be held on November 4, 2008. In order for an undocumented victim of domestic violence to be eligible for this special visa, the Police or District Attorney must certify that the victim is cooperating with law enforcement in the prosecution of the batterer. The Police Department has not signed any U-Visa applications in a year, citing concerns about conflicts with the City's Sanctuary laws. Members of Justice & Courage, along with the Domestic Violence Consortium, Bay Area Legal Aid, and others, will be meeting with the Police Department, District Attorney, Adult Probation, and the Human Services Agency to work out these concerns so that women who need the protections offered by U-Visas will be eligible to receive them.

## B. Violence Against Women Intervention & Prevention (VAW) Grants Program

### 1. VAW Grants Program

We are working to finalize the Contract Agreement with Community United Against Violence for the Lesbian, Bisexual, Transgender Violence Prevention and Education Program. Once finalized, the Contract Agreement will be sent to the City Attorney for signature, then to our Accountant to encumber the funds, and CUAV can begin providing services effective January 1, 2009.

### 2. City-wide Non-Profit Fiscal and Compliance Monitoring Committee (Citywide Monitoring Committee)

Carol Sacco will participate in the monitoring of several shared non-profit contractors, including Mission Neighborhood Centers and St. Vincent de Paul Society. Citywide monitoring of non-profits will begin in the late fall / early winter.

## C. Family Violence Council

Department staff is working on preparing a *Report on Family Violence in San Francisco.* This report will present statistics about child abuse, domestic violence, and elder/dependent adult abuse cases for the last year. This will be an important tool for agencies and departments to use while negotiating during this challenging budget cycle. The Family Violence Council will view a draft of this report at the January 16, 2009 meeting.

# III. Right to Adequate Health Care

## A. Health

Ms. Tregor continues to work with a small group of interested health care providers and Department of Public Health representatives on the issue of gender appropriate mental health services. At the most recent meeting of the Mental Health Board, the board adopted a policy of collecting disaggregated data by gender, race/ethnicity, and other characteristics, wherever possible. This is an important step that is in keeping with the mandates of the CEDAW Ordinance.

## IV. Human Rights of Girls to Education and Social Services

### A. Girl Service Providers Roundtable

The first girls' policy roundtable is scheduled for November 18 from 4-5:30 p.m. at 25 Van Ness, Suite 70. The roundtable will convene community-based organizations working on juvenile justice issues and government representatives to get an update on the Juvenile Probation Department's proposed Girls Unit, providing trauma-focused and gender-specific services for girls. The unit was supposed to have launched in March 2008 but the start has been delayed. The group will discuss how to ensure that the unit is started as soon as possible.

## V. Department Administration

### A. Budget

On Friday, November 6, the Mayor's Budget Office briefed all departments on the severity of the current year budget crisis. The projected deficit ranges from between $90 - $135 million. Departments are required to impose mid-year cuts. You will be asked to approve mid-year reductions at tonight's meeting. Kate Howard of the Mayor's Budget Office will present an overview of the budget situation and be available to answer your questions.

### B. Combined Charities

San Francisco's annual Combined Charities Campaign raises money for non-profit organizations working in our communities – from clean environments to domestic violence services to medical research to educational/ scholarship opportunities. As of November 4, 2008, the City as a whole raised $729,247 or 45% of the City-wide $1.6 million goal. Our Department raised $2,045, which represents a 44% increase over last year's contributions. A big thank you to the staff which had 100% participation and special thanks to Commissioners Shorter and Munter for their contributions and support. It is not too late to donate to any charity of your choice and help us reach the City-wide goal.

## V. Outreach

### A. First Annual City-Wide Cell Phone Drive

The Department on the Status of Women and the Department of the Environment teamed up and launched the first annual *Call to Action: Recycle Your Old Cell Phones and Help a Woman in Need* cell phone drive to highlight the month of October as Domestic Violence Awareness Month. We asked City employees to donate old cell phones – in working condition or not – to be recycled. We collected 688 cell phones for recycling during the month-long drive. The phones will be sent to a recycling facility where reusable materials such as nickel, iron, cadmium, lead and cobalt from the batteries are reclaimed. All unusable phones will be disposed of in accordance with local and national environmental standards. This cell phone drive was our contribution to reaching the goal of eliminating violence against women.

A big thank you to the following City Departments that donated cell phones in large quantities:
San Francisco Public Utilities Commission - 161 cell phones
Office of Supervisor Carmen Chu - 90 cell phones
MUNI - 89 cell phones
Department of Emergency Management - 53 cell phones
Office of the City Administrator - 44 cell phones
San Francisco Fire Department - 40 cell phones

Thanks to the following Departments and Organizations that also donated cell phones:
Adult Probation
Animal Care and Control
Asian Women's Shelter

City Planning
Department of Parking and Traffic
Department of Public Health
Department of Public Health - HIV/AIDS Office
Department of Public Works - Bureau of Architecture
Department on the Status of Women
Department of Technology
Human Services Agency - In-Home Supportive Services Consortium
Municipal Transportation Authority
Office of Citizen Complaints
Public Utilities Commission
Sheriff's Office
UC Berkeley, School of Social Welfare

### B. WOMAN Inc. 30th Anniversary

Grants Administrator Carol Sacco attended WOMAN, Inc's *WAKE UP CALL* fundraising breakfast event on Thursday, November 6, 2008, at the City Club of San Francisco. The program was a wonderful way to learn about WOMAN, Inc's services and its 30 year history, to hear from one of the three founders of WOMAN, Inc., and enjoy a performance by vocal music artist Jill Sizemore.

### C. Northern California Services League

Ms. Menon and intern Cecilia Terrazas attended the Northern California Services League 60th anniversary celebration on November 6 to support its work on criminal justice reform. On November 7, Ms. Menon also attended the Juvenile Justice Roundtable organized by the San Francisco Office of the Public Defender and the Pacific Juvenile Defender Center.

### E. Association of California Commission on the Status of Women

Ms. Menon and Ms. Tregor participated in the Association of California Commissions on the Status of Women retreat held November 13 - 15 in Asilomar, near Monterey. Ms. Menon was asked to present on San Francisco's CEDAW work, including the GEP Initiative and gender budgeting. Ms. Tregor presented on the human trafficking work of the Department.

### F. Gender, Governance and Economic Empowerment in the America

Ms. Lehman will be representing the Department this month at the UN Institute for Training and Research International Forum entitled "Gender, Governance, and Economic Empowerment in the America." At the training center in Atlanta, she will deliver a presentation on San Francisco's Gender Equality Principles Initiative and the Gender Responsive Budgeting Project to a group of high-ranking government officials from cities across the Americas.

### D. Mary Elizabeth Inn Open House

I attended the November 13 Open House where Mary Elizabeth Inn Executive Director Amanda Heier presented a new mission statement of the agency that continues to provide transitional housing and services to women.

## VI. Calendar

Meetings of the Commission and Department are in italics. Events listed occur in San Francisco unless otherwise noted.

| | |
|---|---|
| *Wed, Dec 3* | *Justice and Courage Oversight Panel, 9 am-12 noon, City Hall, Rm. 408* |
| *Wed, Dec 17* | *COSW Meeting, Location: TBD* |

For immediate release

## UN's International Day for Eliminating Violence Against Women Celebrated in San Francisco Nov. 25 - 29

*Three days of ceremony, music, dance, art and information offered at three locations in SF*

SAN FRANCISCO, Calif. (October 31, 2008) – The Women's Wisdom Work Collective has organized three days of events to commemorate the United Nations' International Day for the Elimination of Violence Against Women, beginning with a rally and march on the official day, November 25, and continuing with a film, poetry, music and more on Nov. 28 and culminating in a day-long block party Nov. 29.

"The United Nations is to be applauded for this mandated day for the elimination of violence to women and girls," said Tom Ammiano, the SF City Supervisor and 13th District Assemblyman-elect. "It is too long that this heinous violence has not received the notice it demands."

"We can transform the violence we carry in our bodies, through art, music and healing ceremonies," said MamaCoAtl (pronounced MAMA-COE-AH-TULL), member of the Women's Wisdom Work Collective. "It is time to support women of all ages organizing to affect change in our culture. All communities are invited."

Plans include:

- A rally and press conference at San Francisco City Hall set for noon on Tuesday, Nov. 25, followed by a Women's Wisdom Walk to Civic Center Plaza, dance and a prayer circle. Mayor Gavin Newsom, who issued an official proclamation for last year's Nov. 25 events, has been invited to speak.
- After the Storm, a night of film, poetry, music and testimony, Friday, Nov. 28, starting at 7 pm at Dance Mission Theater, 3316 24th St. (at Mission), SF
- Festival of Indigenous Wisdom, a block party with live music, drumming circles and more on Saturday, Nov. 29, from 10 am to 5 pm on Capp Street, between 24th and 25th Streets.

"Violence against women and girls is a culturally accepted illness that we as women of this community are healing and metabolizing every day," said Nina Serrano of the Women's Wisdom Work Collective. "Let's recognize that!"

All events are open and free to the public. Donations will be accepted to cover production costs.

**About the UN's Day for the Elimination of Violence Against Women**
Women's activists have marked November 25 as a day against violence since 1981, in remembrance of the brutal assassination of the three Mirabal sisters, political activists, in the Dominican Republic on Nov. 25, 1960, on orders from Dominican ruler Rafael Trujillo.

On Dec. 17, 1999, the United Nations General Assembly designated Nov. 25 as the International Day for the Elimination of Violence against Women, and invited governments, international organizations and nongovernmental organizations to launch activities to raise public awareness of the problem on that day. See: http://www.un.org/depts/dhl/violence.

MamaCoAtl brought the celebration to San Francisco from Mexico City three years ago, when she began asking friends to gather and pray at the BART station on Mission and 24th Streets on Nov. 25 to amplify the intent of the women of Latin America who were mobilizing on that day to demand an end to violence against women and girls.

The following year, SF Mayor Gavin Newsom proclaimed the holiday, making San Francisco the first city in the U.S. to align with this UN-proclaimed day of awareness.

"At least one out of every three women around the world has been beaten, coerced into sex, or otherwise abused in her lifetime — with the abuser usually someone known to her."

**– United Nations Development Fund for Women**

"In Europe, domestic violence is the major cause of death and disability for women aged 16 to 44. In the United States, a woman is raped every 6 minutes; a woman is battered every 15 seconds. Rape of women is widespread in armed conflicts such as Colombia and Darfur. Trafficking of women has become a global phenomenon where victims are sexually exploited, forced into labor and subjected to abuse. Murders of women in Guatemala, Russia, India, and other countries often go uninvestigated …"

**– Amnesty International**

In recent years, femicide has been common in Northern Mexico and Guatemala, as the following statistics show.

"Since 1993, over 450 girls and women have been killed in Ciudad Juárez and Chihuahua City, Mexico. Most of the victims were young and poor and many were sexually assaulted prior to their deaths. For many years, the authorities did little to investigate or prosecute those responsible and on occasion they used torture to extract confessions from scapegoats. Local authorities have improved their investigations into the more recent murders of women, especially those that are the product of domestic violence. However, many cases have not been adequately investigated …"

**– Washington Office on Latin America**

"In Guatemala, over 2,500 women and girls have been murdered since 2001."

**– Amnesty International**

Femicide in Mexico and Guatemala has been condemned by the U.S. Congress with resolutions sponsored by Rep. Hilda L. Solis (D-CA), Sen. Jeff Bingaman (D-NM) and Rep. Dan Burton (R-IN).

"Some of the victims in Ciudad Juarez are as young as 7 years old, and many were abducted in broad daylight in well-populated areas," said Solis. "Over 90 of these murders show signs of

City and County of San Francisco
**Department on the Status of Women**
*Mayor Gavin Newsom*
*Executive Director Emily M. Murase, PhD*

# MEMORANDUM

**DATE:** November 14, 2008
**TO:** Commissioners
**FROM:** Emily M. Murase
**RE:** Mid-year Reductions to the VAW Grants Program

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As you know, the City is facing a budget deficit in the current fiscal year. What was initially estimated to be a $70 million deficit has now been revised to be between $90 million (best case) to $125 million (worst case). And, these figures do not account for any reductions from state allocations which are highly likely given California's unprecedented $16 billion budget deficit.

The Mayor's Office has instructed the Department to impose mid-year reductions amounting to $236,556. This figure was calculated as a straight percentage of General Fund support that is being applied to all City Departments. Attached is the staff recommendation for reductions to the Violence Against Women Prevention and Intervention (VAW) Grants Program.

### Guiding Policy Principles

In developing these recommendations, staff adhered to the following 5 policy principles:

1. All services in the VAW Grants Program are considered crisis services.
2. Reductions are imposed only on General Fund monies. Therefore, grants monies derived from Marriage License Fees were excluded from the reduction calculations.
3. Every program was subject to reductions, regardless of size.
4. Reductions were tiered based on grant size.
5. No one agency received a cut higher than 10%.

### Commission Policy Statement

At the suggestion of President Shorter, I have drafted a policy statement for the Commission's review. This policy statement emphasizes the first principle: that the Commission considers all VAW Grants Program services to be crisis services and should therefore be prioritized by the Mayor and the Mayor's Budget Office as they decide which programs to cut.

### Tiered vs. Across the Board Reductions

Staff evaluated the impact of both graduated and across the board reductions. The table summarizes the two reduction models we examined.

| Grant Size | Tiered Cut | Across the Board Cut |
|---|---|---|
| $14,000 - $49,999 (14 programs) | 5% | 8.61% |
| $50,000 - $99,999 (12 programs) | 8.55% | |
| $100,000 - $300,000 (8 programs) | 10% | |

Here are examples of the impact of the 2 reduction models.

| | Total Grant | Tiered Cut | Across the Board Cut | Difference |
|---|---|---|---|---|
| La Casa de las Madres - Shelter | $271,303 | $27,130<br>(10%) | $23,359<br>(8.61%) | $3,771 less |
| Glide Women's Center | $42,255 | $2,113<br>(5%) | $3,638<br>(8.61%) | $1,525 more |

La Casa strongly prefers across the board cuts, as the reduction would be $3,800 less than under the tiered system. However, imposing across the board cuts means much greater reductions for smaller grants such as Glide. Currently, the Department only funds a part-time position at Glide, so the reduction would threaten the viability of the program. At the Commission meeting, you will likely hear support for across the board cuts from agencies with large grants. But you will be asked to evaluate the staff recommendation in the interest of the entire program.

Staff has concluded that agencies receiving $100,000 or more were in a better position to absorb cuts than agencies receiving less than $50,000. In the past, the Commission has consistently supported a tiered approach to reductions.

**Moving Forward**

This exercise of allocating, then reducing funding for the VAW Grants Program is much too exhausting to continue. Over the course of this year, we must work collaboratively with the Partner Agencies to identify a non-General Fund revenue source for the VAW Grants Program. Possible sources include marriage license fees, death certificate fees, divorce fees. These options should be evaluated. I am confident that there will be support on the Board of Supervisors for this effort and, so long as the monies are non-General Fund, we should be able to work closely with the Mayor's Office as well. A major impetus for the Commission to issue a policy statement is to strengthen our relationship with the Partner Agencies and demonstrate that we are on the same side of the issue of protecting resources for programs that serve women survivors of violence.

Please feel free to contact me with any questions or concerns.

Department on the Status of Women

Violence Against Women Prevention and Intervention (VAW) Grants Program

# FY2008-2009 Mid-Year Budget Reduction Proposal - 3 Tiers

13-Nov-08

| Agency | Program | Service Area | 08-09 General Fund Allocations* | Mid-Year Cut (%) | Mid-Year Cut ($) | Mid-Year Revised Funding (GF) |
|---|---|---|---|---|---|---|
| La Casa de las Madres | Safe Housing Project | Intervention | $ 14,000 | 5.00% | $ 700 | $ 13,300 |
| Institute on Aging | Preventing Violence in Late Life | Prevention | $ 15,291 | 5.00% | $ 765 | $ 14,526 |
| Asian Pacific Islander Legal Outreach | Asian Anti-Trafficking Collaborative | Prevention | $ 25,000 | 5.00% | $ 1,250 | $ 23,750 |
| Women in Dialogue | In Defense of Prostitute Women's Safety Project | Prevention | $ 25,000 | 5.00% | $ 1,250 | $ 23,750 |
| Horizons Unlimited of San Francisco, Inc. | Females Against Violence (FAV) Peer Leadership | Prevention | $ 28,170 | 5.00% | $ 1,409 | $ 26,762 |
| San Francisco Women Against Rape | Sexual Assault Prevention Education | Prevention | $ 29,325 | 5.00% | $ 1,466 | $ 27,859 |
| Arab Cultural and Community Center | Sexual Assault Education and Prevention | Prevention | $ 29,625 | 5.00% | $ 1,481 | $ 28,144 |
| Community Youth Center | Sisters Against Violence Empowerment (SAVE) | Prevention | $ 29,625 | 5.00% | $ 1,481 | $ 28,144 |
| Arab Cultural and Community Center | Women's Program | Prevention | $ 36,254 | 5.00% | $ 1,813 | $ 34,441 |
| Mujeres Unidas y Activas | Sanando el Alma | Intervention | $ 42,255 | 5.00% | $ 2,113 | $ 40,142 |
| Filipino Community Center | Babae Domestic Violence Program | Prevention | $ 42,255 | 5.00% | $ 2,113 | $ 40,142 |
| Glide Foundation | Glide/Wells Fargo Women's Center | Prevention | $ 42,255 | 5.00% | $ 2,113 | $ 40,142 |
| Jewish Family and Children's Services | Dream House | Housing | $ 46,950 | 5.00% | $ 2,348 | $ 44,603 |
| WOMAN, Inc. | Therapy and Latina Case Management Program | Intervention | $ 46,950 | 5.00% | $ 2,348 | $ 44,603 |
| Community United Against Violence | LBT Prevention and Education Services | Prevention | $ 50,000 | 8.55% | $ 4,275 | $ 45,725 |
| LYRIC | LBTQQ Young Women's Wellness Program | Prevention | $ 51,753 | 8.55% | $ 4,425 | $ 47,328 |
| Gum Moon Residence Hall | Transitional Housing Project for Asian Immigrants | Housing | $ 57,433 | 8.55% | $ 4,911 | $ 52,522 |
| San Francisco Women Against Rape | Students Talking About Non-violent Dating (STAND) | Prevention | $ 69,542 | 8.55% | $ 5,946 | $ 63,596 |
| APA Family Support Services | VAW Prevention and Intervention for API Families | Intervention | $ 71,363 | 8.55% | $ 6,102 | $ 65,261 |
| Bay Area Legal Aid | Domestic Violence Legal Services | Legal | $ 71,791 | 8.55% | $ 6,138 | $ 65,653 |
| Bar Association of San Francisco VLSP | Cooperative Restraining Order Clinic | Legal | $ 74,837 | 8.55% | $ 6,399 | $ 68,438 |
| Bar Association of San Francisco VLSP | Domestic Violence Legal Services Project | Legal | $ 77,358 | 8.55% | $ 6,614 | $ 70,744 |
| Community Youth Center | Young Asian Women Against Violence (YAWAV) | Prevention | $ 80,406 | 8.55% | $ 6,875 | $ 73,531 |
| Mary Elizabeth Inn | Innroads Program | Housing | $ 85,978 | 8.55% | $ 7,351 | $ 78,627 |
| San Francisco Women Against Rape | Sexual Assault Crisis Line | Crisis Line | $ 92,729 | 8.55% | $ 7,928 | $ 84,801 |
| Asian Women's Shelter | Domestic Violence Shelter Services | Shelter | $ 94,381 | 8.55% | $ 8,070 | $ 86,311 |
| St. Vincent de Paul Society | Brennan House | Housing | $ 105,064 | 10.00% | $ 10,506 | $ 94,558 |
| Mission Neighborhood Centers, Inc. | RAICES | Prevention | $ 114,866 | 10.00% | $ 11,487 | $ 103,379 |
| Donaldina Cameron House | Asian Anti-Domestic Violence Advocacy Program | Intervention | $ 121,907 | 10.00% | $ 12,191 | $ 109,716 |
| St. Vincent de Paul Society | Rosalie House | Shelter | $ 125,155 | 10.00% | $ 12,516 | $ 112,640 |
| San Francisco Women Against Rape | Sexual Assault Intervention and Advocacy | Intervention | $ 125,722 | 10.00% | $ 12,572 | $ 113,150 |
| Asian Pacific Islander Legal Outreach | API Violence Against Women Services | Legal | $ 130,229 | 10.00% | $ 13,023 | $ 117,206 |
| WOMAN, Inc. | Crisis Line Program | Crisis Line | $ 224,477 | 10.00% | $ 22,448 | $ 202,029 |
| La Casa de las Madres | Emergency Domestic Violence Shelter Program | Shelter | $ 271,303 | 10.00% | $ 27,130 | $ 244,173 |
|  | TOTALS |  | $ 2,549,249 |  | $ 219,552 | $ 2,329,697 |

Difference from Target**: $ 4

*General Fund allocations only. Marriage License Fee revenue not included in budgeted amounts

**Target is $236,556. $17,000 from unallocated 038 funds, and $219,438 from current grants.

Tiered Reduction Plan

$14,000 - $49,999 = 5%

$50,000 - $99,999 = 8.55%

$100,000 - $300,000 = 10%

**City and County of San Francisco**

# Commission on the Status of Women

*Mayor Gavin Newsom*

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**President**

**KAY GULBENGAY**
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**NICKY CALMA**
**Commissioner**

**DORKA KEEHN**
**Commissioner**

**CAROLENE MARKS**
**Commissioner**

**KATHERINE MUNTER**
**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

## SPECIAL COMMISSION MEETING AGENDA

**Wednesday, December 10, 2008**
**3 - 4:30 PM**
**25 Van Ness Avenue, Suite 140**
**San Francisco, CA 94102**

**Roster:**

*President Andrea Shorter*
*Vice President Kay Gulbengay*
*Commissioner Nicky Calma*
*Commissioner Dorka Keehn*
*Commissioner Carolene Marks*
*Commissioner Katherine Munter*

*Total Estimated Meeting Time: 1 hr 30 minutes*

### I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *2 min.*

Remarks by President Shorter.

***Action: To approve the meeting agenda.***

### II. MID-YEAR BUDGET CUTS — DISCUSSION/ACTION — *5 min.*

The Commission will discuss the mid-year budget reductions required by the Mayor and implications for the Department. Mayor's Budget Analyst Rebekeh Krell will join the meeting at 3:30 pm.

### III. PUBLIC COMMENT — DISCUSSION — *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

### IV. ADJOURNMENT — ACTION — *1 min.*

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City and County of San Francisco
**Commission on the Status of Women**
*Mayor Gavin Newsom*

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Commissioner

***EMILY MURASE, PhD***
***Executive Director***

## SPECIAL COMMISSION MEETING MINUTES

**Wednesday, December 10, 2008**
**3:00 – 4:30 PM**
**25 Van Ness, Suite 140**
**San Francisco, CA 94102**

| Members Present | Staff Present |
|---|---|
| Commissioner Kay Gulbengay | Executive Director Emily Murase, PhD |
| Commissioner Dorka Keehn | Policy Analyst Ann Lehman |
| Vice President Carolene Marks | Administrative Analyst Laura Marshall |
| Commissioner Katherine Munter | Policy Analyst Anu Menon |
| President Andrea Shorter | Grants Administrator Carol Sacco |
| | Commission Secretary Cynthia Vasquez |
| | Intern Cecilia Terrazas |

Excused: Commissioner Nikki Calma

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### I. CALL TO ORDER/AGENDA CHANGES

President Shorter called the meeting to order at 3:08 pm and welcomed all present.
**Action: Approved agenda. m/s/c/ (Marks/Gulbengay/Unanimous)**
*No public comment.*

### II. MID-YEAR CUTS

Executive Director Murase explained that, due to the City's current deficit of $125, the Mayor's Office had instructed each department to make mid-year cuts to their budgets. At the November meeting of the Commission, the Commission voted against making funding cuts to the agencies the Department is currently funding. Dr. Murase explained that in order to meet the Mayor's directive, a reduction in staffing was necessary. Dr. Murase stated that the department's senior policy analyst position. Discussion followed.

Dr. Murase introduced the Mayor's Budget Analyst Rebekeh Krell to provide insight into how other departments where dealing with budget cuts. Ms. Krell explained that budget instructions were given to each department head to make budget cuts while protecting direct services. Each department had a threshold to meet. Ms. Krell explained that many departments are facing major cuts and major layoffs. The Mayor's office is looking for creative decisions and recommendations for the next fiscal year as the budget deficit is expected to grow beyond the current estimate of $250 million.

Commissioners discussed possibilities in meeting the Mayor's directive without losing a staff person since the Department on the Status of Women is one of the smaller departments within the city. Dr. Murase explained that the majority of the Department's funds go to agencies providing direct services, where only a very small percentage goes to the Department's administration. In order to meet the Mayor's directive, she was required to make a layoff. Commissioners asked that they be fully informed of budget reductions to the Department.

### III. PUBLIC COMMENT

Beverly Upton, Executive Director of the Domestic Violence Consortium, expressed appreciation on behalf of the agencies for the Commission's process through these difficult times.

## IV. ADJOURN

**Motion to adjourn meeting.**
**m/s/c (Marks/Keehn/Unanimous).**
Meeting adjourned at 3:50 pm.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at http://www.sfgov.org/cosw.

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City and County of San Francisco

# Commission on the Status of Women

*Mayor Gavin Newsom*

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**CAROLENE MARKS**
Commissioner

**KATHERINE MUNTER**
Commissioner

***EMILY MURASE, PhD***
*Executive Director*

8 30 a.m. [illegible]

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## COMMISSION MEETING AGENDA

**Wednesday, December 17, 2008**
**5:00 PM**
**City Hall, Room 263**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

**Roster:**
*President Andrea Shorter*
*Vice President Kay Gulbengay*
*Commissioner Nicky Calma*
*Commissioner Dorka Keehn*
*Commissioner Jing Xu Lee*
*Commissioner Carolene Marks*
*Commissioner Katherine Munter*

*Total Estimated Meeting Time: 1 hr 56 minutes*

7/08

**I. CALL TO ORDER/ AGENDA CHANGES** — **DISCUSSION/ACTION** — *2 min.*

Remarks by President Shorter.
***Action: To approve the meeting agenda.***

**II. APPROVAL OF MINUTES** — **DISCUSSION/ACTION** — *5 min.*

Explanatory document – Draft Minutes from November 19, 2008.
***Action: To approve draft minutes from November 19, 2008.***

**III. EXECUTIVE DIRECTOR'S REPORT** — **DISCUSSION** — *5 min.*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document – The Executive Director's Report discusses the work of the Department along 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services.

**IV. CONSENT AGENDA** — **DISCUSSION/ACTION** — *5 min.*

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*
***Action: To approve the Consent Agenda.***

**A. Resolution Commending Mindy Yip, Recipient of the Milken National Educator Award**
**B. Resolution Recognizing the Dedicated Service of Jing Xu Lee**
**C. Resolution Recognizing the Dedicated Service of Marily Mondejar**
**D. Resolution Recognizing Linda Parker Pennington**

**V. REPORTS** — **DISCUSSION/ACTION**

| | | |
|---|---|---|
| **A. Health** | **Commissioner Marks** | *3 min.* |
| **B. Justice & Courage** | **Commissioner Keehn** | *3 min.* |
| **C. Women's Human Rights Treaty** | **Vice President Gulbengay** | |

**D. Violence Against Women (VAW) Prevention and Intervention Grants Program** **Commissioner Munter** *3 min.*
**E. Girls Committee** **President Shorter** *3 min.*
**F. Language Access** **Executive Director Murase** *3 min.*
**G. Family Violence Council** **Executive Director Murase** *3 min.*

## VI. OLD BUSINESS

1. **Justice & Courage** **Commissioner Keehn** *15 min.*
Commissioner Keehn will discuss the status of the Justice & Courage Project and next steps.

2. **Policy Priorities** **Commission** *15 min.*
Commissioners will discuss policy priorities given limited staff.

3. **Report on FY09-10 Budget Instructions** **Executive Director Murase** *15 min.*
Executive Director will brief the Commission on the Mayor's budget instructions for FY09-10.

4. **Guidelines for Resolutions** **President Shorter** *10 min.*
The Commission will discuss and set guidelines for resolutions.

**Action: To approve guidelines for consent calendar resolutions.**

5. **2009 COSW Meeting Schedule** **President Shorter** *5 min.*
The Commission will review the 2009 meeting dates.

**Action: To approve 2009 COSW Meeting Schedule**

## VII. NEW BUSINESS

1. **CLOSED SESSION** **DISCUSSION/ACTION** *60 min.*

   1. Public comment on all matters pertaining to the Closed Session.

   2. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b):

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director, Emily Murase. Discussion.

3. Open Session

***Action: Motion and vote to elect whether to publicly disclose any or all of the information discussed in the closed session under San Francisco Administrative Code Section 67.12(a).***

## VIII. PUBLIC COMMENT **DISCUSSION** *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## IX. ADJOURNMENT **ACTION** *1 min.*

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City and County of San Francisco

# Commission on the Status of Women

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***EMILY MURASE, PhD***
***Executive Director***

## COMMISSION MEETING MINUTES
**Wednesday, December 17, 2008**
**5:00 PM**
**City Hall, Room 263**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

| **Members Present** | **Staff Present** |
|---|---|
| Commissioner Kay Gulbengay | Executive Director Emily Murase, PhD |
| Commissioner Dorka Keehn | Policy Analyst Ann Lehman |
| Vice President Carolene Marks | Administrative Analyst Laura Marshall |
| President Andrea Shorter | Policy Analyst Anu Menon |
| | Grants Administrator Carol Sacco |
| | Commission Secretary Cynthia Vasquez |

Excused: Commissioner Nikki Calma and Commissioner Katherine Munter

### I. CALL TO ORDER/AGENDA CHANGES

President Shorter called the meeting to order at 5:00 pm and welcomed all present.

**Action: Approved agenda.**
**m/s/c (Gulbengay/Keehn/Unanimous)**
*No public comment.*

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### II. APPROVAL OF MINUTES

**Action: Approved draft minutes from November 19, 2008.**
**m/s/c (Gulbengay/Keehn/Unanimous)**
*No public comment.*

### III. EXECUTIVE DIRECTORS REPORT DISCUSSION

**A. Executive Directors Report**

Dr. Murase referred Commissioners to her written report and thanked the Commissioners for their support during these difficult times. The Mayor required the Department to layoff one position, effective February 2009. The budget instructions for FY09-10 are to propose a 25% budget reduction.

### IV. CONSENT AGENDA

***All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.***

A. Resolution Commending Mindy Yip, Recipient of the Milken National Educator Award
B. Resolution Recognizing the Dedicated Service of Jing Xu Lee
C. Resolution Recognizing the Dedicated Service of Marily Mondejar
D. Resolution Recognizing Linda Parker Pennington

**Action: To approve the Consent Agenda.**
**m/s/c (Shorter/Gulbengay/Unanimous).**

*No public comment.*

## V. REPORTS

### A. Health

Commissioner Marks continues to work with Bay Area African American women to produce a brochure educating this underserved community on how to get examined, diagnosed, and treated for cancer. Commissioner Marks is also working on transgender health issues.

Commissioner Marks will be meeting with Deputy Health Director Barbara Garcia to discuss what work is currently being done on women's health issues.

### B. Justice and Courage

This topic will be discussed later in the agenda.

### C. Women's Human Rights Treaty

Policy Analyst Anu Menon reported that President-elect Barack Obama has pledged that he will push for the US to join international human rights treaties, including the Convention to Eliminate All Forms of Discrimination Against Women (CEDAW). It is anticipated that San Francisco will be in the national spotlight for it's groundbreaking CEDAW work.

The Department continues to work with Calvert and Verite on the next Gender Equality Principles Initiative roundtable. There are 16 prominent Bay Area businesses that are participating, including Sun Microsoft Systems, Google, and Charles Schwab. The roundtable will take place on January 23 and the topic will be Gender Equity Principle #4 Management and Governance.

In January, the Mayor's Office will be releasing the FY09-10 budget instructions that are expected to include a memo to all departments to gather data disaggregated by gender and race on the clients they serve. San Francisco will be the first city in the country to do this.

### D. Violence Against Women Prevention and Intervention Grants Program

Dr. Murase reported that the contract agreement with Community United Against Violence (CUAV) has been signed and outreach services to the lebian, bisexual, and transgender communities will begin on January 1, 2009. Dr. Murase thanked Grants Administrator Carol Sacco for her continued leadership on the Controller's Joint Monitoring Committee that oversees non-profits providing social services to the City.

### E. Girls Committee

President Shorter reported that the fist girls' service providers' policy roundtable was held on November 18. The roundtable was convened with community-based organizations working on juvenile justice issues, representatives from the Juvenile Probation Department, and the Mayor's Office of Criminal Justice to discuss coordinated service issues. Discussion focused on a regional coordination of girls services in the Bay Area.

### F. Language Access

Dr. Murase reported that as a direct result of the Domestic Violence Victim Safety and Accountability Audit introductory Spanish language class was offered to criminal justice personnel. This was a highly successful and a second session is in the process of being developed. Chinese language instruction will also be offered.

### G. Family Violence Council

The next meeting of the Family Violence Council will take place on January 15, 2009.

## VI. OLD BUSINESS

### 1. Justice & Courage

Dr. Murase reported that the senior policy analyst position has been eliminated due to the budget reductions. Commissioner Keehn has asked Ken Theisen and Beverly Upton, members of the Justice and Courage Oversight Panel to discuss updates and the history of the Panel and provide and update. Mr. Theisen provided a brief history of the Oversight Panel and explained that when there are budget reductions, domestic violence services are the first to be cut. As a direct result of the Domestic Violence Victim Safety and Accountability Audit, many impactful changes have been made and many of the recommendations have been implemented. There is still work to be done and the Department's oversight role continues to be needed.

Beverly Upton explained how it has been an honor to work with the Justice & Courage Oversight Panel, an important and influential group. At this time, when cuts are being proposed, it is important to rally behind the progress that has been made. She emphasized that it is important to secure funding for the services to the underserved communities.

Kathy Black, also a member of the Justice and Courage Oversight Panel, encouraged the Commission to convene a strategic planning meeting to ensure that the work thus far does not get lost.

### 2. Policy Priorities

Dr. Murase announced that she will now be staffing the Justice & Courage Oversight Panel. Since there has been a reduction in staffing, it is important that the impactful work that has been made by the Oversight Panel continue. The Domestic Violence Response is a perfect example of the strides that have been and continue to be made. Dr. Murase welcomed recommendations to ensure that the work continues with less staffing.

### 3. Report on FY09-10

Dr. Murase reported that the expected City deficit for FY09-10 is larger than the one the City faced this year. Due to the current economic crisis, there will be substantial decrease in general funds which is the primary source of funding for the Department. The Mayor's Office has asked for a 25% reduction for the upcoming year and Dr. Murase welcomed suggestions to where those cuts should be made. The Commission will be presented with a proposed budget for FY09-10 at the January Commission meeting. Dr. Murase further reported the Mayor is convening 6 different work groups to explore cost effective ideas, including consolidation of departments. Dr. Murase will be participating in these working groups.

Discussion followed.

President Shorter urged the Commission to carefully review the criteria for those departments that are being considered for consolidation. Much of the work that is done by our Department/Commission is unique and would need to be examined carefully. At this time, it is important to show and model the work that is done.

### 4. Guidelines for Resolutions

This item was postponed until the January Commission meeting.

### 5. 2009 COSW Meeting Schedule

**Action: To approve 2009 COSW meeting schedule.**
**m/s/c (Keehn/Marks/Unanimous).**
*No public comment.*

## VII. NEW BUSINESS

### 1. CLOSED SESSION

1. Public comment on all matters pertaining to the Closed Session.
2. Closed Session pursuant to Government Code 54957(b) and San Francisco Administration Code Section 67.10 (b)

**PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director, Emily Murase.**

3. Open Session

## VIII. RECONVENE IN OPEN SESSION

The meeting was reconvened in Open Session at 7:30 PM.

**A.** Possible report on action taken in Closed Session. (Gov't Code section 54957.1(a)(2) and S.F. Admin. Code section 67.12(b)(2))
**Action: Not to disclose action taken in Closed Session.**
**m/s/c (Shorter/Gulbengay/Unanimous)**
*No public comment.*

**B.** Vote to elect whether to disclose any or all discussions held in Closed Session. (S.F. Admin. Code section 67.12(a))
**Action: Not to disclose any discussions held in Closed Session.**
**m/s/c (Shorter/Gulbengay/Unanimous)**
*No public comment.*

## VIII. PUBLIC COMMENT

No public comment.

## IV. ADJOURN

**Motion to adjourn meeting in memory of the life of Norma Hotaling.**
**m/s/c (Marks/Shorter/Unanimous).**
Meeting adjourned at 7:33 pm.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

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City and County of San Francisco
**Commission on the Status of Women**
*Mayor Gavin Newsom*

**ANDREA SHORTER**
President

**KAY GULBENGAY**
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Commissioner

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Commissioner

**CAROLENE MARKS**
Commissioner

**KATHERINE MUNTER**
Commissioner

**BARBARA SKLAR**
Commissioner

*EMILY MURASE, PhD*
*Executive Director*

# COMMISSION MEETING AGENDA

**Wednesday, January 28, 2009**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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**Roster:**
*President Andrea Shorter*
*Vice President Kay Gulbengay*
*Commissioner Nicky Calma*
*Commissioner Dorka Keehn*
*Commissioner Carolene Marks*
*Commissioner Katherine Munter*
*Barbara Sklar*

*Total Estimated Meeting Time: 1 hr 58 minutes*

## I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *2 min.*

Remarks by President Shorter.
***Action: To approve the meeting agenda.***

## II. APPROVAL OF MINUTES — DISCUSSION/ACTION — *5 min.*

Explanatory document – Draft Minutes from December 10 and December 17, 2008.
***Action: To approve draft minutes from December 10 and December 17, 2008.***

## III. EXECUTIVE DIRECTOR'S REPORT — DISCUSSION — *5 min.*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document – The Executive Director's Report discusses the work of the Department along 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services.

## IV. CONSENT AGENDA — DISCUSSION/ACTION — *5 min.*

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***Action: To approve the Consent Agenda.***

**A. Resolution Recognizing the Contributions of Jill Tregor**

## V. REPORTS — DISCUSSION/ACTION

| | | | |
|---|---|---|---|
| **A.** | **Health** | **Commissioner Marks** | *3 min.* |
| **B.** | **Justice & Courage** | **Commissioner Keehn** | *3 min.* |
| **C.** | **Women's Human Rights Treaty** | **Vice President Gulbengay** | *3 min.* |
| **D.** | **Violence Against Women (VAW) Prevention and Intervention Grants Program** | **Commissioner Munter** | *3 min.* |

**F. Family Violence Council** **Executive Director Murase** *3 min.*

## VI. NEW BUSINESS **DISCUSSION**

**A. National Lesbian Summit** **Associate Director Maria Cora** *10 min.*
Maria Cola, Associate Director of the Lesbian Health & Research Center National with the University of California San Francisco, will provide information on the upcoming National Lesbian Summit.

**B. Adoption of the Budget for FY09-10** **Executive Director Murase** *30 min.*
Executive Director Murase will review the proposed budget for FY09-10.
**Action: Adopt the budget for FY09-10.**

## VII. OLD BUSINESS

**A. San Francisco Rent Board** **Delene Wolf** *20 min.*
Delene Wolf, Executive Director of the San Francisco Rent Board will provide and update on the implementation of CEDAW at the Rent Board.

**B. Strategic Plan Review** **Executive Director Murase** *10 min.*
The Commission will review the revised Strategic Plan.
**Action: Adopt revised Strategic Plan.**

**C. Guidelines for Resolutions** **Commissioner Marks** *10 min.*
The Commission will discuss and set guidelines for resolutions.
**Action: To approve guidelines for consent calendar resolutions.**

## VII. PUBLIC COMMENT **DISCUSSION** *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## VIII. ADJOURNMENT **ACTION** *1 min.*

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City and County of San Francisco
Commission on the Status of Women
*Mayor Gavin Newsom*

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**KAY GULBENGAY**
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**NICKY CALMA**
Commissioner

**DORKA KEEHN**
Commissioner

**CAROLENE MARKS**
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**KATHERINE MUNTER**
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**BARBARA SKLAR**
Commissioner

***EMILY MURASE, PhD***
*Executive Director*

# REVISED COMMISSION MEETING AGENDA

**Wednesday, January 28, 2009**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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**Roster:**

*President Andrea Shorter*
*Vice President Kay Gulbengay*
*Commissioner Nicky Calma*
*Commissioner Dorka Keehn*
*Commissioner Carolene Marks*
*Commissioner Katherine Munter*
*Barbara Sklar*

*Total Estimated Meeting Time: 1 hr 58 minutes*

## I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *2 min.*

Remarks by President Shorter.
***Action: To approve the meeting agenda.***

## II. APPROVAL OF MINUTES — DISCUSSION/ACTION — *5 min.*

Explanatory document – Draft Minutes from December 10 and December 17, 2008.
***Action: To approve draft minutes from December 10 and December 17, 2008.***

## III. EXECUTIVE DIRECTOR'S REPORT — DISCUSSION — *5 min.*

### A. Executive Director's Report — Executive Director Murase

Explanatory document – The Executive Director's Report discusses the work of the Department along 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services.

## IV. CONSENT AGENDA — DISCUSSION/ACTION — *5 min.*

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***Action: To approve the Consent Agenda.***

**A. Resolution Recognizing the Contributions of Jill Tregor**
**B. Resolution Commemorating the 10-Year Anniversary SafeHouse**
**C. Resolution Recognizing the Contributions of Winna Davis**

## V. REPORTS — DISCUSSION/ACTION

| | | |
|---|---|---|
| **A. Health** | Commissioner Marks | *3 min.* |
| **B. Justice & Courage** | Commissioner Keehn | *3 min.* |
| **C. Women's Human Rights Treaty** | Vice President Gulbengay | *3 min.* |

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**D.** **Violence Against Women (VAW) Prevention and Intervention Grants Program** **Commissioner Munter** *3 min.*

**F.** **Family Violence Council** **Executive Director Murase** *3 min.*

## VI. NEW BUSINESS DISCUSSION

**A.** **National Lesbian Summit** **Associate Director Maria Cora** *10 min.*
Maria Cola, Associate Director of the Lesbian Health & Research Center National with the University of California San Francisco, will provide information on the upcoming National Lesbian Summit.

**B.** **San Francisco Rent Board** **Delene Wolf** *20 min.*
Delene Wolf, Executive Director of the San Francisco Rent Board will provide and update on the implementation of CEDAW at the Rent Board.

**C.** **Adoption of the Budget for FY09-10** **Executive Director Murase** *30 min.*
Executive Director Murase will review the proposed budget for FY09-10.
**Action: Adopt the budget for FY09-10.**

## VII. OLD BUSINESS

**A.** **Strategic Plan Review** **Executive Director Murase** *10 min.*
The Commission will review the revised Strategic Plan.
**Action: Adopt revised Strategic Plan.**

**C.** **Guidelines for Resolutions** **Commissioner Marks** *10 min.*
The Commission will discuss and set guidelines for resolutions.
**Action: To approve guidelines for consent calendar resolutions.**

## VII. PUBLIC COMMENT DISCUSSION *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## VIII. ADJOURNMENT ACTION *1 min.*

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City and County of San Francisco

# Commission on the Status of Women

*Mayor Gavin Newsom*

ANDREA SHORTER
President

KAY GULBENGAY
Vice President

NIKKI CALMA
Commissioner

DORKA KEEHN
Commissioner

CAROLENE MARKS
Commissioner

KATHERINE MUNTER
Commissioner

BARBARA SKLAR
Commissioner

*EMILY MURASE, PhD*
*Executive Director*

## COMMISSION MEETING MINUTES

**Wednesday, January 28, 2008**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

| **Members Present** | **Staff Present** |
|---|---|
| Commissioner Kay Gulbengay | Executive Director Emily Murase, PhD |
| Commissioner Dorka Keehn | Policy Analyst Ann Lehman |
| Vice President Carolene Marks | Administrative Analyst Laura Marshall |
| Commissioner Katherine Munter | Policy Analyst Anu Menon |
| President Andrea Shorter | Grants Administrator Carol Sacco |
| | Commission Secretary Cynthia Vasquez |
| | Intern Cecilia Terrazas |

Excused: Commissioner Nikki Calma and Commissioner Barbara Sklar

### I. CALL TO ORDER/AGENDA CHANGES

President Shorter called the meeting to order at 5:06 pm and welcomed all present.

**Action: Approved agenda.**
**m/s/c (Munter/Keehn/Unanimous)**
*No public comment.*

### II. APPROVAL OF MINUTES

**Action: Approved draft minutes from December 10 and December 17, 2008.**
**m/s/c (Munter/Gulbengay/Unanimous)**
*No public comment.*

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### III. EXECUTIVE DIRECTORS REPORT DISCUSSION

#### A. Executive Directors Report

Dr. Murase referred Commissioners to her written report. The Department's landmark work promoting the human rights of women as part of the CEDAW Ordinance is featured in the Winter issue of Ms. Magazine. The article focuses on gender analysis work both in departments and with the City budget. Dr. Murase reminded Commissioners of the Anti-Human Trafficking Forum will be held on February 24 at the Milton Marks Auditorium in the State Building, 455 Golden Gate. The Department will also be holding a follow-up to the September 2008 Women's Policy Summit on February 10 at 1 South Van Ness, Atrium Conference Room. This first in a series of quarterly roundtables will focus on the City budget process.

Robin Brasso gave public comment on the need for women to be engaged in the budget process and fiscal stimulus measures.

## IV. CONSENT AGENDA

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**A. Resolution Recognizing the Contributions of Jill Tregor**
**B. Resolution Commemorating the 10-Year Anniversary SafeHouse**
**C. Resolution Recognizing the Contributions of Winna Davis**

**Action: To approve the Consent Agenda.**
**m/s/c (Shorter/Gulbengay/Unanimous).**
*No public comment.*

## V. NEW BUSINESS

### A. National Lesbian Summit

Maria Cora, Associate Director of the Lesbian Health & Research Center of the University of California San Francisco (UCSF) and Program Manager at the Center for Young Women's Health, provided information on the upcoming National Lesbian Health Summit that will take place from March 6-8 at the UCSF Parnassus Campus. The summit will include workshops, panels, and various presentations to gather and disseminate information on various health issues that reflect the diversity of women. Ms. Cora requested that the Commission help publicize the event and work together on future projects. More information can be found at www.lesbianhealthinfo.org. Commissioners agreed to propose a resolution in support of the Summit for approval at the February Commission meeting.

### B. San Francisco Rent Board

Delene Wolf, Executive Director of the San Francisco Rent Board provided an update on the implementation of gender analysis at the Rent Board. Since the last time the Rent Board reported to the Commission Supervisor McGoldrick sponsored and passed legislation to have rental applications include an inquiry of the number of school-aged children that live in the house. Then-Supervisor Matt Gonzalez also sponsored legislation prohibiting evicting families for adding a family member to the rental unit. The Rent Board is one of the first City departments to implement work life balance policies. Currently several staff attorneys telecommute, counselors have the option of working 9/80 days, and staff has a 1 year maternity leave option. Ms. Wolf reported that the Rent Board has very little staff turnover due to these work life balance policies. She concluded that though the gender analysis process was extremely demanding and time-consuming, it resulted in positive change within her agency. The Commission thanked Ms. Wolf for her report and her on-going work to promote gender equity within city government.

### C. Adoption of the Budget for FY09-10

Executive Director Murase reviewed the proposed budget for FY09-10. Dr. Murase explained that the Mayor's Office required a 12.5% reduction in the current budget and another 12.5% in contingency reductions. In mid-year cuts, the Department was forced to reduce staff by 15%, thereby avoiding any reductions to the VAW Grants Program. However, the Department cannot function properly if it does not maintain the remaining staffing level. Department staff met with Partner Agencies to discuss and brainstorm possible alternative revenue sources. As part of the budget process, the Mayor's Office has convened various working groups to discuss cost saving measures. One option that is being considered is consolidating smaller departments under large umbrella entities. Dr. Murase is participating in the working group on consolidation that is being chaired by City Administrator Ed Lee and Supervisor Michaela Alioto-Pier.

Catherine Dodd, the Mayor's Deputy Chief of Staff for Health and Human Services, thanked the Commission for deliberating on such a serious topic. She recommended that the Commission review its Strategic Plan in light of the budget crisis. She stated that the reality is that women, children and families will suffer greatly from city-wide reductions in services. Commissioners discussed studying the current economic status and what effect it is having on the women and girls in the City.

Robin Brasso spoke in opposition to the proposed cuts.

Katherine Berg, with La Casa de las Madres, spoke in opposition to the proposed across-the-board reductions.

Roberta Toomer, with WOMAN Inc., spoke in opposition to the proposed reductions.

Beckie Masaki, with Asian Women's Shelter, provided testimony on the impact the proposed reduction would have on clients and staff of her agency.

Jennifer Grant, with La Casa de las Madres, provided testimony on the direct impact of the proposed reductions to clients.

Emberly Cross, with the Cooperative Restraining Order Clinic, provided testimony on the impact of the proposed reductions.

Jill Zawisza, with WOMAN Inc., provided testimony on the impact of the proposed reductions on her agency.

Den Quinsay of Young Asian Women Against Violence (YAWAV) provided testimony on how the agency has served young women in the community and introduced participants in the YAWAV program.

Beverly Upton, with the Domestic Violence Consortium, expressed concern over the proposed reductions. However, she stated that she would like to partner with the Department to increase awareness of the work of the Department.

Zwazzi Sowo, with Glide, provided testimony on the impact of the proposed reductions.

Commissioners agreed that at a time when the agencies are seeing an increase in a need for services it is difficult to make the necessary reductions. The Commission urged agencies to provide the Department with data that show how the reductions will directly impact their clients.

**Action: Adopt the budget for FY09-10.**
**m/s/c (Keehn/Shorter/Unanimous).**

## VI. OLD BUSINESS

### A. Strategic Plan Review

In light of the proposed budget reductions, Commissioners agreed to have an Ad-hoc Committee, composed of President Shorter, Vice President Marks, Commissioner Keehn and Commissioner Munter. to review the Strategic Plan.
*No public comment.*

### B. Guidelines for Resolutions

The Commission discussed and reviewed the proposed guidelines for resolutions.
**Action: To approve guidelines for consent calendar resolutions.**
**m/s/c (Keehn/Gulbengay/Unanimous).**
*No public comment.*

## VII. REPORTS

### A. Health

Commissioner Marks continues to work with a group of African American women to increase knowledge and diagnosis of cancer within this underserved community. Commissioner Marks also continues to work with the transgender community on reproductive health issues and is working with Senator Mark Leno's office to introduce legislation to improve access to reproductive health among transgender individuals.

### B. Justice & Courage

Commissioner Keehn reported that the Justice & Courage Oversight Panel is looking at the impact of the budget cuts on the various City departments it engages with. Commissioner Keehn was glad to report that the curriculum guide for the Domestic Violence Response Cross-Training Institute had been published.

### C. Women's Human Rights Treaty

Policy Analyst Anu Menon reported that on January 23, the Department held the Gender Equality Principles Initiative Roundtable focused on Principle #4: Management and Governance, at the McKesson headquarters. The roundtable was attended by 25 company participants and featured speakers from Catalyst, the Level the Playing Field Institute, and Wells Fargo. The panel was followed by peer-to-peer discussion on best practices and challenges facing companies on gaining more diversity in management and governance positions.

### D. Family Violence Council

The Family Violence Council met on January 15 and discussed a draft of the Report on Family Violence in San Francisco, FY07-08. This report focuses on data from criminal justice agencies, child and adult protective services, and community agencies about child abuse, domestic violence, and elder abuse. A final report will be available once the Council has approved it.

## VIII. PUBLIC COMMENT

Sylvia Johnson gave public comment.

## IV. ADJOURN

**Motion to adjourn meeting in memory of the life of Richard Sklar.**
**m/s/c (Marks/Gulbengay/Unanimous).**
The meeting adjourned at 7:41 pm.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001. The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices. Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at http://www.sfgov.org/cosw.

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Government's duty is to serve the public, reaching its decision in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance, or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-7724. To obtain a free copy of the Sunshine Ordinance contact the Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4689, phone: 415-554-7724, fax: 415-554-7854. Copies of the Sunshine Ordinance can also be obtained from the San Francisco Public Library and on the City's website at www.sfgov.org.

City and County of San Francisco
Commission on the Status of Women
*Mayor Gavin Newsom*

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*EMILY MURASE, PhD*
*Executive Director*

# COMMISSION MEETING AGENDA

**Wednesday, February 25, 2009**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

**Roster:**
*President Andrea Shorter*
*Vice President Kay Gulbengay*
*Commissioner Nicky Calma*
*Commissioner Dorka Keehn*
*Commissioner Carolene Marks*
*Commissioner Katherine Munter*
*Commissioner Barbara Sklar*

*Total Estimated Meeting Time: 1 hr 33 minutes*

## I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *2 min.*

Remarks by President Shorter.
***Action: To approve the meeting agenda.***

## II. APPROVAL OF MINUTES — DISCUSSION/ACTION — *5 min.*

Explanatory document – Draft Minutes from January 28, 2009.
***Action: To approve draft minutes from January 28, 2009.***

## III. EXECUTIVE DIRECTOR'S REPORT — DISCUSSION — *5 min.*

### A. Executive Director's Report — Executive Director Murase

Explanatory document – The Executive Director's Report discusses the work of the Department along 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services.

### B. Friends of the Commission — Commissioner Marks — *10 min.*

Commissioner Marks will discuss the Friends of the Commission on the Status of Women.

## IV. CONSENT AGENDA — DISCUSSION/ACTION — *5 min.*

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*
*Action: To approve the Consent Agenda.*

**A. Resolution Marking the 30th Anniversary of the San Francisco Girls Chorus**
**B. Resolution Recognizing the 2008 Women's History Month Honorees**
**C. Resolution Recognizing the National Lesbian Health Summit**

## V. NEW BUSINESS

**A. San Francisco Department of the Environment** **David Assman** *20 min.*
David Assman, Executive Director of the Department of the Environment will provide and update on the implementation of CEDAW at the Department of the Environment.

**B. Forum on Economic Impact of the Financial Crisis on Women** **Kathy Perry** *15 min.*
Kathy Perry of the Western Edition Newspaper, will discuss a proposal for a community forum for women to discuss the impact of the financial crisis, including ways for women to access benefits from the federal fiscal stimulus package.
Action: To co-sponsor the community forum.

**C. Upcoming Meetings of the United Nations** **Anu Menon** *10 min.*
Policy Analyst Anu Menon will discuss upcoming meetings of the United Nations in New York that she will be attending. She will serve on two panels: "Women's Leadership and Women in Leadership" at the parallel session of the UN Commission on the Status of Women on February 28 and the UN Global Compact International Women's Day event: "Advancing Women's Position in the Global Marketplace" on March 5.

## VI. OLD BUSINESS DISCUSSION/ACTION

**A. Report Back on San Francisco Community Forum on Anti-Trafficking** **President Shorter** *10 min.*
President Shorter will report on this meeting held on February 24, 2009, in collaboration with the Human Rights Commission, the Immigrant Rights Commission, the Jewish Coalition to End Human Trafficking, Congresswoman Jackie Speier, Assemblywoman Fiona Ma, and Mayor Gavin Newsom, at the Milton Marks Auditorium of the State Building.

## VII. PUBLIC COMMENT DISCUSSION *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## VIII. ADJOURNMENT ACTION *1 min.*

City Hall is accessible to persons using wheelchairs and others with disabilities. Assistive listening devices are available and meetings are open-captioned. Agendas are available in large print. Materials in alternative formats, American Sign Language interpreters, and other accommodations will be made available upon request. Please make your request for alternative format or other accommodations to the Department on the Status of Women at 415-252-2570. Providing at least 72 hours notice prior to the meeting will help to ensure availability.
The nearest BART station is Civic Center Plaza at the intersection of Market, Grove, and Hyde Streets. The MUNI Metro lines are the J, K, L, M, and N (Civic Center Station or Van Ness Avenue Station). MUNI bus lines serving the area are the 47 Van Ness, 9 San Bruno, and the 6, 7, 71 Haight/ Noriega. Accessible curbside parking is available on 1 Dr. Carlton B. Goodlett Place (San Francisco City Hall) and Grove Street. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based scented products. Please help the City to accommodate these individuals. For inquiries or requests for accommodations, please call 415- 554-6789 (V), 415-554-6799 (TTY).

**Know Your Rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code)**
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If any materials related to an item on this agenda have been distributed to the Commission after distribution of the agenda packet, those materials are available for public inspection at 25 Van Ness, Suite 130, San Francisco, CA 94102 during normal office hours.

**Lobbyist Registration and Reporting Requirements**
Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code § 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102; telephone 415-252-3100; fax 415-252-3112; website: sfgov.org/ethics.

City and County of San Francisco
Department on the Status of Women
*Mayor Gavin Newsom*
*Executive Director Emily M. Murase, PhD*

# EXECUTIVE DIRECTOR'S REPORT
## February 25, 2009

*Each heading refers to a specific principle of the local Convention to Eliminate All Forms of Discrimination Against Women (CEDAW) Ordinance as reflected in the Commission's Strategic Plan.*

## I. Women and Girls' Human Rights

### A. Gender Equality Principles (GEP) Initiative

The second roundtable for the San Francisco Gender Equality Principles Initiative was held on January 23, 2009 at McKesson's corporate headquarters in San Francisco. The topic was *Principle #4: Management and Governance.* Twenty-five participants from companies and the community attended. The day began with a very brainstorming session on the importance of corporate diversity initiatives during economic downturn. Participants discussed the topic in order to create the business case for diversity initiatives. This was followed by an expert panel on increasing the number of women in management and governance positions featuring Freada Kapor Klein from the Level Playing Field Institute, Mary Boughton from Catalyst, and Monica Stevens from Wells Fargo. The panel was facilitated by Commissioner Munter. After lunch the group discussed the draft management and governance indicators the Department, Calvert and Vérité had developed and provided feedback to be included in the final version. The next roundtable will be on May 1, 2009 at IBM and will be focused on Health, Safety, and Freedom from Violence. Company participants have requested that we host a smaller event before the next roundtable focused on the legal ramifications of quota, featuring corporate attorneys expert in this area. The date is TBA.

### B. Women's Policy Roundtables

On February 10, 2009, the Department hosted its first Women's Policy Roundtable on the City budgeting process. This was a follow-up to the 2008 Women's Policy Summit last September. The event was well-attended by a variety of advocates and political leaders in the women's community. Supervisor Carmen Chu welcomed participants and explained the Board of Supervisors' role in the City's budget process. Deputy Controller Monique Zmuda provided details about how the City's deficit is projected, and the financial forecast for San Francisco. Deputy Budget Director Gigi Whitley of the Mayor's Budget Office informed participants about the process of budget development within the Mayor's Office and explained how budget decisions and priorities are made. Participants asked many questions of the expert panel, notably querying how women will be affected by the budget decisions made this spring, which could be answered by implementing a gender responsive budgeting protocol into the budget process. After the panel, participants honed their budget advocacy techniques through a role play activity. The Department hopes to keep the energy of this event alive through future roundtables later in the year.

### C. Women's History Month

March is nationally recognized as Women's History Month. On Tuesday, March 3, 2009, 3:30 pm the Board of Supervisors, during its regularly scheduled meeting, will acknowledge and recognize women in our community who are courageous leaders improving the quality of life for San Franciscans. The theme for the 2009 Women's History Month is "Women Taking the Lead to Save our Planet." With this theme, we recognize the impact of women's involvement in the environment or "green" movement, including preserving the natural environment, reversing ecological destruction, and improving the urban environment. A brief reception for honorees, their friends and family, will follow the Board of Supervisors presentation. We are working with Commissioner Gulbengay to secure the North Light Court. The Friends of the Commission will host the reception. We have also invited the Mayor to recognize and honor an individual for Women's History Month.

### D. Meetings at the United Nations in New York

Policy Analyst Anu Menon will be speaking on San Francisco's human rights work in New York on February 28 and March 5. The 53rd session of the United Nations Commission on the Status of Women is being held at the United Nations headquarters in New York from March 2 - 13, 2009. A parallel non-governmental organizations (NGO) session on women's issues will be held during the same time period. We have partnered with the California Women's Agenda to convene a workshop on February 28 entitled "Women's Leadership and Women in Leadership" featuring our human rights work. In addition, the Global Compact, the United Nations private sector initiative, will be meeting in New York that same week. The Global Compact conference is focused on incorporating women's principles into corporate social responsibility initiatives. The conference will highlight the work that Calvert, our partner in the Gender Equality Principles Initiative, is doing on the Calvert Women's Principles. Since the Calvert Women's Principles are the basis of our Gender Equality Principles Ms. Menon has been asked to speak about how public-private partnerships in this arena work, as well as successes and challenges we have faced with launching the San Francisco Gender Equality Principles Initiative.

### E. Gender Budgeting

I continue to request action by the Mayor's Budget Office to implement gender analysis in this year's budget process. Due to publicity arising from the Ms. Magazine article in the Winter Issue, we have received increased attention on this issue from members of the Board of Supervisors and staff of Speaker Pelosi's Office. It continues to be critically important for City departments to collect client data by gender and by race to better understand the impact of deep budget cuts. I am working with the Department of Human Resources to provide the Commission with a gender breakdown of layoffs necessitated by the current budget crisis.

### F. Community Meeting on Economic Impact of the Financial Crisis on Women

Kathy Perry of the Western Edition community newspaper contacted President Shorter and requested the Commission's support to convene a community meeting on the economic impact of the financial crisis on the women of San Francisco. She is scheduled to discuss the proposal at tonight's Commission meeting following my report. Based on several discussions, we envision a community meeting featuring a small number of scheduled speakers followed by ample time for testimony from members of the public. Given the timeline for the federal economic stimulus package, the community meeting should be convened soon. I would like to suggest that, given Department staff constraints, this community meeting substitute for the March 25 Commission meeting. The first 30 minutes of the meeting could be dedicated to Commission business, but the primary focus would be economic impact issues. Topics to be covered would include how women can benefit from the federal economic stimulus package, how to promote women-owned business as a means to facilitate economic recovery, the impact of City budget cuts, etc. As time is short, I would like to ask Commissioners to let me know if they are interested in helping with the planning of this meeting.

### G. Girl Social Services Directory

The Girl Services Directory will be completed by the beginning of March. Thanks to Assemblywoman's Ma's office, 1000 copies are being printed. We are working closely with Assemblywoman Ma's office on a joint event for the release of the Directory sometime in the next two months.

### H. Action Alerts / Legislative Concerns

Based on the Commission's interest in pursuing legislative concerns as discussed by the Commission at its planning retreat, the Department took the following actions:

- *Support for the Child Tax Credit in the economic recovery bill.*
- *Support for the Lilly Ledbetter Fair Pay Act*
- *Support for the President to adopt CEDAW*
- *Urging California legislators to not deny healthcare coverage to eligible kids.*
- *Urging California legislators to suspend time limits in the Temporary Assistance to Needy Families (TANF) program.*
- *Letter to the President for job opportunities for women in the recovery bill*
- *Pledge to fight for marriage equality.*

## II. Women's Health & Safety

### A. Justice & Courage Oversight Panel

The Justice and Courage Oversight Panel met on February 4, 2009. Captain John Ehrlich, recently assigned as Captain of the Juvenile and Family Services Division, attended the meeting. He thanked the Oversight Panel for its important work and stated that he is looking forward to partnering with the Panel on key issues.

Currently there are two vacancies on the Oversight Panel. The Governance Committee is in the process of arranging interviews with candidates identified in December as potential members of the Oversight Panel. If approved by the Governance Committee, the candidates will be invited to attend the April 1, 2009 Justice and Courage Oversight Panel meeting as non-voting members. At that meeting, the full Justice and Courage Oversight Panel will vote to forward a recommendation for membership to the Commission on the Status of Women. The Commission will vote on the membership recommendation at the April 22, 2009 Commission meeting.

### 1. Domestic Violence Response Cross-Training Institute

On behalf of the County of San Francisco, the Department applied for a National Association of Counties 2009 Achievement Award to recognize the value of the Domestic Violence Response Cross-Training Institute. In 2006, the Department received this prestigious award for the Gender Analysis of the 2003 Budget Cuts. The Institute represents an important step forward in how counties can close gaps in the system's response to domestic violence through interdepartmental cross-training. The Department is promoting this methodology and curriculum as models for all counties to replicate. I will keep Commissioners informed about the status of our application.

### 2. Domestic Violence Victim Safety & Accountability Audit

The Committee continues to review the Audit Recommendation Matrix, focusing in February on re-visiting the status of several recommendations in light of resource reductions. Though the criminal justice agencies have made significant strides in implementing recommendations, the current fiscal crisis has caused some concern among committee members that certain changes may not be possible, and that even those recommendations that have already been implemented may revert to the original state if funding is cut. The Committee has added the elements of resource allocation and long-term vs. short-term planning to discussions about recommendations in the coming months.

### 3. JUSTIS

Unfortunately, due to technical problems, the "go-live" date for the Jail Management System of the Sheriff's Department has been delayed a month, putting it towards the end of March. However, the City is very close to making this first step in JUSTIS operations.

### B. Human Trafficking

President Shorter served as the Mistress of Ceremonies for the February 24 Community Forum on Anti-Trafficking held at the Milton Marks Conference Center at the State Building. With Congresswoman Jackie Speier serving as Honorary Chair and Mayor Newsom and Assemblywoman Fiona Ma as co-sponsors, the event was co-hosted by our Commission, the Human Rights Commission, the Immigrant Rights Commission, and the Jewish Coalition to End Human Trafficking. The program featured presentations by Assistant US Attorney Andrew Huang and Ivy Lee of Asian Pacific Islander Legal Outreach. David Bastone, Executive Director of the anti-trafficking advocacy agency Not for Sale delivered a keynote address following a presentation by President David Chiu of the Board of Supervisors who presented a proclamation. Graduate Intern Callen Kurpinsky is putting together a resource guide of organizations working on trafficking. I want to acknowledge former staff member Jill Tregor for her early work on planning the event, Anu Menon who succeeded Ms. Tregor in this responsibility, and Ms. Kurpinsky who has played a critical role in facilitating the planning meetings.

### C. Violence Against Women Intervention & Prevention (VAW) Grants Program

### 1. VAW Grants Program

The Violence Against Women Prevention and Intervention Grant Programs have reached the mid-year mark for FY 2008-2009. Graduate Intern Cecelia Terrazas is planning to conduct a one-day census of services provided to domestic violence survivors by our Partner Agencies. The census will capture client data from a 24-hour period, March 12, 2009.

### 2. City-wide Non-Profit Fiscal and Compliance Monitoring Committee (Citywide Monitoring Committee)

Grants Administrator Carol Sacco is in the process of attending the monitoring site visits of several shared non-profit contractors, including Mission Neighborhood Centers, Institute on Aging, Gum Moon, Jewish Families and Children's Services and St. Vincent de Paul Society as part of the Citywide Monitoring Committee. As well, she is the lead for three monitoring visits – Asian Women's Shelter, Bay Area Legal Aid and La Casa de las Madres. The goals of the Citywide Non-Profit Fiscal and Compliance Monitoring Committee are in-part, to improve the quality and consistency of the City's fiscal and compliance monitoring of non-profits by standardizing procedures across departments and the decrease the administrative work and eliminate duplication of efforts for both non-profits and City departments. Citywide monitoring of non-profits will begin in the New Year and conclude by the early spring.

### D. Family Violence Council

The Family Violence Council steering committee continues to work on finalizing the draft of the Report on Family Violence in San Francisco. It will be released in the coming weeks, and Commissioners will receive a copy. The next Family Violence Council Meeting will be April 16, 2009, 3:00 pm – 4:30 pm, 400 McAllister, Room 617.

## V. Outreach

### A. Human Rights Training

Last month, Senior Policy Analyst Ann Lehman gave a presentation on CEDAW in San Francisco for a human rights training sponsored by the Women's Institute for Leadership Development for representatives from across the United States.

### B. Winna Davis Retirement

I presented Winna Davis the Commission resolution recognizing her years of dedicated service at the Department of Children, Youth, and Their Families at her retirement celebration on February 27.

### C. SafeHouse Gala Event

On February 9, on behalf of the Commission, I attended the 10-year anniversary event for SafeHouse, only one of five programs in the country that seeks to provide women leaving prostitution with the intensive social support, therapeutic treatment, linkages to medical and mental health services and housing for up to 18 months.

### D. San Francisco State Graduate School of Social Work Outreach

On February 18, I gave a presentation to students of the "Ethnic and Cultural Concepts and Principles II" course in the Graduate School of Social Work. Later that day, I attended the Graduate School of Social Work Field Fair to recruit graduate interns for the next school year. We have been very fortunate to have had a string of excellent graduate interns from SFSU at the Department. Currently, Administrative Analyst Laura Marshall serves as the intern supervisor for Callen Kurpinsky, a second year SFSU student and Cecilia Terrazas, a second year social work student from UC Berkeley.

## V. Department Administration

### A. Budget

The Department budget for FY09-10 was submitted to the Mayor's Office by the deadline of February 20.

### B. Staffing

Through the YouthWorks program that matches high school students with internships at City departments, Stacey Jones, a 12th grader at Downtown High School has joined the Department. Many thanks to Ms. Sacco for supervising our high school interns.

## VI. Calendar

Meetings of the Commission and Department are in italics. Events listed occur in San Francisco unless otherwise noted.

| | |
|---|---|
| *Tues, Mar 3* | *Women Making History Event, Board of Supervisors Chambers, City Hall, 2nd Floor, 3:30 pm* |
| Fri, Mar 6 - Sun, Mar 8 | National Lesbian Health Summit, UC San Francisco Parnassus Campus, www.lesbianhealthinfo.org |
| *Sat, Mar 14* | *San Francisco Family Summer Resource Fair. 10:00 am to 3:00 pm, at the Concourse Exhibition Center, 8th and Brannan Streets* |
| *Wed, Mar 25* | *COSW Meeting, 5-7 pm, City Hall, Room 305* |
| *Wed, April 1* | *Justice & Courage Oversight Panel Meeting, 9 am - 12 noon, City Hall, Room 408* |
| *Thurs, April 16* | *Family Violence Council, 3 - 4:30 pm, 400 McAllister, Room 617.* |
| *Wed, April 22* | *COSW Meeting, 5-7 pm, City Hall, Room 408* |
| *Wed, May 27* | *COSW Meeting, 5-7 pm, City Hall, Room 408* |
| *Wed, June 3* | *Justice & Courage Oversight Panel Meeting, 9 am - 12 noon, City Hall, Room 408* |
| *Wed, June 24* | *COSW Meeting, 5-7 pm, City Hall, Room 408* |
| *Fri, July 31* | *COSW Meeting,9-4 pm, Location: TBD* |
| *Wed. Aug 5* | *Justice & Courage Oversight Panel Meeting, 9 am - 12 noon, TBD* |
| *Wed, Aug 26* | *COSW Meeting, 5-7 pm, City Hall, Room 408* |
| *Wed, Sep 23* | *COSW Meeting, 5-7 pm, City Hall, Room 408* |
| *Wed, Oct 7* | *Justice & Courage Oversight Panel Meeting, TBD* |
| *Wed, Oct 28* | *COSW Meeting, 5-7 pm, City Hall, Room 408* |
| *Wed, Nov18* | *COSW Meeting, 5-7 pm, Location: TBD* |
| *Wed, Dec 2* | *Justice & Courage Oversight Panel Meeting, 9 am - 12 noon, City Hall, Room 408* |
| *Wed, Dec 16* | *COSW Meeting, 5-7 pm, Location: TBD* |

# *San Francisco Commission on the Status of Women*
# *Resolution Marking the 30th Anniversary of the San Francisco Girls Chorus*

***BE IT KNOWN** that the Commission on the Status of Women of the City and County of San Francisco hereby issues, and authorizes the execution, by the subscribing Commissioners, of the following commendation:*

***WHEREAS,** Since 1978, the mission of the Girls Chorus has been to create outstanding performances featuring the unique and compelling sound of young women's voices through an exemplary music education program for girls and young women from all ethnic and socio-economic backgrounds, providing the participants with the skills, self-discipline and confidence to succeed in music and in life; and,*

***WHEREAS,** With more than 300 students from 160 Bay Area schools, the Girls Chorus is an internationally-recognized program, deemed "a model in the country for training girls' voices," and was showcased at the Presidential Inauguration on January 20, 2009 as the program opener; and,*

***WHEREAS,** The Girls chorus will mark its 30th anniversary at a gala featuring the performance with the Philharmonic Baroque Orchestra on March 6, 2009.*

***NOW THEREFORE BE IT RESOLVED** That the San Francisco Commission on the Status of Women honors San Francisco Girls Chorus for its 30 years of service to San Francisco's young women and girls and its continued dedication to music education, performance, and youth.*

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*Andrea Shorter, President*

*Kay Gulbengay, Vice President*

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*Nicky Calma*

*Dorka Keehn*

*Carolene Marks*

*Katherine Munter*

*Barbara Sklar*

*San Francisco Commission on the Status of Women*
*February 25, 2009*

City and County of San Francisco

# Commission on the Status of Women

*Mayor Gavin Newsom*

**ANDREA SHORTER**
President

**KAY GULBENGAY**
Vice President

**NIKKI CALMA**
Commissioner

**DORKA KEEHN**
Commissioner

**CAROLENE MARKS**
Commissioner

**KATHERINE MUNTER**
Commissioner

**BARBARA SKLAR**
Commissioner

***EMILY MURASE, PhD***
***Executive Director***

## COMMISSION MEETING MINUTES

**Wednesday, February 25, 2009**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

| **Members Present** | **Staff Present** |
|---|---|
| Commissioner Nikki Calma | Executive Director Emily Murase, PhD |
| Commissioner Carolene Marks | Policy Analyst Ann Lehman |
| President Andrea Shorter | Administrative Analyst Laura Marshall |
| Commissioner Barbara Sklar | Policy Analyst Anu Menon |
| | Grants Administrator Carol Sacco |
| | Commission Secretary Cynthia Vasquez |

Excused: Commissioner Kay Gulbengay, Commissioner Dorka Keehn, and Commissioner Katherine Munter

### I. CALL TO ORDER/AGENDA CHANGES

President Shorter called the meeting to order at 5:09 pm and welcomed all present.

**Action: Approved agenda.**
**m/s/c (Marks/Shorter/Unanimous)**
*No public comment.*

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### II. APPROVAL OF MINUTES

**Action: Approved draft minutes from January 28, 2009.**
**m/s/c (Marks/Shorter/Unanimous)**
*No public comment.*

### III. EXECUTIVE DIRECTORS REPORT

#### A. Executive Directors Report

Dr. Murase referred Commissioners to her written report. Dr. Murase reported on the first Women's Policy Roundtable on the City budgeting process that was held on February 10. This was a follow-up to the 2008 Women's Policy Summit last September. The event was well-attended by a variety of advocates and leaders in the women's community. Supervisor Carmen Chu, Deputy Controller Monique Zmuda, and Deputy Budget Director Gigi Whitley of the Mayor's Budget Office all made presentations on the City's budget from the perspective of their respected offices. Dr. Murase reminded the Commission of the annual Women's History Month Celebration that will take place with the Board of Supervisors on Tuesday, March 3, with a reception to follow at City Hall. The Department continues to request action by the Mayor's office to implement gender analysis in this year's budget process. The Department has requested a gender breakdown of the City's layoffs from the Department of Human Resources.

#### B. Friends of the Commission on the Status of Women

Dr. Murase reported that the Friends have had some board members resign. There will be a Board in March with current and perspective board members. Dr. Murase requested that Commissioners consider recruiting new board members. Commissioner Marks emphasized the importance of a strong board and that the Friends organization is an important partner to the Department during these difficult financial times.

## IV. CONSENT AGENDA

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

A. **Resolution Marking the 30th Anniversary of the San Francisco Girls Chorus**
B. **Resolution Recognizing the 2008 Women's History Month Honorees**
C. **Resolution Recognizing the National Lesbian Health Summit**

**Action: To approve the Consent Agenda.**
**m/s/c (Sklar/Calma/Unanimous).**
*No public comment.*

## V. NEW BUSINESS

### A. San Francisco Department of the Environment

David Assman, Acting Director of the Department of the Environment provided an update on the implementation of CEDAW at the Department of the Environment. Mr. Assman reported that, of his 68 employees, 47 are women and, of the 7 Commissioners, 4 are women. Currently 51 of the 68 employees use the option of having 9/80 days to allow flexibility in their schedules. Sometimes staff schedules have to be rebalanced to ensure that there is always enough staff in the office. Staff meetings are held in the middle of the day when all staff members are present in the office. The staff also has access to the Emergency Ride Home program, which encourages staff to use public transportation and, in the case of an emergency they can have someone drive them home. Having various schedule options increase employee productivity. Mr. Assman informed the Commission that more work can be done to study the different environmental impacts on men and women as they are affected differently. The Department on the Environment has reviewed the various purchases that the City makes and created a list of items commonly purchased that either non-toxic or are healthier choices. He concluded that though great strides have been made, there is always room for improvement and looks forward to continue to work with the Commission.

Senior Policy Analyst Ann Lehman acknowledged the progress the Department on the Environment has demonstrated and encouraged the Director Assman to share this success with other departments.

### B. Forum on Economic Impact of the Financial Crisis on Women

Kathy Perry of the Western Edition Newspaper discussed a proposal for a women's community forum to discuss the impact of the financial crisis, including ways for women to access benefits from the federal fiscal stimulus package. She stated that it is important to hear the needs of women in the community and prioritize those needs. People should be given the opportunity to provide public testimony in a variety of forms, where a report can be produced, to be presented to the Mayor's Office, on the needs of the City's women and girls. Ms. Perry is looking for leadership from the Commission to make this event a success.

Commissioners agreed that this would be a perfect opportunity to hear from the City's women and develop a strategic plan based on those needs. The Commission agreed to move forward with the forum. The Department will send out invitation letters to speakers and work out the logistical details of convening the public hearing as part of the next regular scheduled Commission meeting on March 25.

### C. Upcoming Meetings of the United Nations

Policy Analyst Anu Menon discussed the upcoming meetings of the United Nations in New York that she will be attending. She will serve on two panels: "Women's Leadership and Women in Leadership" at the parallel session of the UN Commission on the Status of Women on February 28 and the UN Global Compact International Women's Day event "Advancing Women's Position in the Global Marketplace" on March 5. The Global Compact conference will focus on incorporating women's principles into corporate and social responsibility initiatives. The conference will highlight the Calvert's Women's Principles and

Ms. Menon will discuss the public-private partnership as well as successes and challenges the Department has faced with launching the City's landmark Gender Equality Principles Initiatives.

## VI. OLD BUSINESS

### A. Report Back on San Francisco Community Forum on Anti-Trafficking

President Shorter reported on the Anti-Trafficking Forum that was held on February 24 in collaboration with the Human Rights Commission, the Immigrant Rights Commission, the Jewish Coalition to End Human Trafficking, Congresswoman Jackie Speier, Assemblywoman Fiona Ma, and the Office of Mayor Gavin Newsom, at the Milton Marks Auditorium of the State Building. The Forum was attended by over 150 participants, including representatives from various City departments, state and federal offices. President Shorter stated that a brochure with various resources for victims of human trafficking will be produced as a result of this forum. Gaps at the regional and national levels were identified, and stakeholders will continue work on the gaps identified.

## VIII. PUBLIC COMMENT

Peter Tschernerff provided public comment and written testimony.

Doug Miller provided public comment and written testimony.

Commissioners announced that there will be a public memorial for Norma Hotaling on Monday, March 23 at City Hall.

## IV. ADJOURN

The meeting adjourned at 6:30 pm.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001. The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices. Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at http://www.sfgov.org/cosw.

**Know Your Rights under the Sunshine Ordinance(Chapter 67 of the San Francisco Administrative Code)**

Government's duty is to serve the public, reaching its decision in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance, or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-7724. To obtain a free copy of the Sunshine Ordinance contact the Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4689, phone: 415-554-7724, fax 415-554-7854. Copies of the Sunshine Ordinance can also be obtained from the San Francisco Public Library and on the City's website at www.sfgov.org.

City and County of San Francisco
**Commission on the Status of Women**
*Mayor Gavin Newsom*

**ANDREA SHORTER**
**President**

**KAY GULBENGAY**
**Vice President**

**NICKY CALMA**
**Commissioner**

**DORKA KEEHN**
**Commissioner**

**CAROLENE MARKS**
**Commissioner**

**KATHERINE MUNTER**
**Commissioner**

**BARBARA SKLAR**
**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

# COMMISSION MEETING AGENDA

Wednesday, March 25, 2009
4:30 PM **NOTE SPECIAL TIME***
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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**Roster:**

*President Andrea Shorter*
*Vice President Kay Gulbengay*
*Commissioner Nicky Calma*
*Commissioner Dorka Keehn*
*Commissioner Carolene Marks*
*Commissioner Katherine Munter*
*Commissioner Barbara Sklar*

*Total Estimated Meeting Time:*

## I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *2 min.*

Remarks by President Shorter.

***Action: To approve the meeting agenda.***

## II. APPROVAL OF MINUTES — DISCUSSION/ACTION — *5 min.*

Explanatory document – Draft Minutes from February 25, 2009.

***Action: To approve draft minutes from February 25, 2009.***

## III. EXECUTIVE DIRECTOR'S REPORT — DISCUSSION — *5 min.*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document – The Executive Director's Report discusses the work of the Department along 5 principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): Implementation of Women & Girls Human Rights, Right to Adequate Standard of Living, Right to Bodily Integrity, Right to Adequate Healthcare, and Human Rights of Girls to Education and Social Services.

## IV. CONSENT AGENDA — DISCUSSION/ACTION — *5 min.*

***All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.***

*Action: To approve the Consent Agenda.*

A. **Resolution Recognizing the 30th Anniversary of Community United Against Violence**
B. **Resolution Recognizing Free Battered Women and the Freedom of 12 Incarcerated Survivors of Domestic Violence**
C. **Resolution Recognizing Kavita Ramdas of the Global Fund for Women**
D. **Resolution Recognizing Gene Marie O'Connell of San Francisco General Hospital**

## VI. PUBLIC HEARING ON THE CURRENT ECONOMIC CRISIS: IMPACT AND RECOMMENDATIONS FOR SAN FRANCISCO'S WOMEN AND GIRLS

**A. Program** **DISCUSSION/ACTION** *60 min.*

Speakers will provide testimony on the current economic crisis, its impact on women and girls, and how fiscal stimulus dollars should be directed towards an economic recovery that will benefit women and girls.

| | |
|---|---|
| Senator Leland Yee | State Senator |
| Melanie Nutter | Office of Madame Speaker Nancy Pelosi |
| Elmy Bermejo | California Commission on the Status of Women |
| Frances Culp | Department of Public Health |
| Jenny Chung | Insight Center for Community Economic Development |
| Mary Huss | San Francisco Business Times |
| Carrie Portis | San Francisco Chamber of Commerce |
| Barbara Mark | The National Association of Women Business Owners |
| Julie Abrams | Women's Initiative for Self-Employment |
| Karla Rodriguez | Women's Foundation of California |
| Lateefah Simon | Lawyer's Committee for Civil Rights |
| Rebecca Rolfe | San Francisco Lesbian Gay Bisexual Transgender Center |
| Emylene Aspilla | Jewish Vocational Services |
| Terri Feeley | Consultant to the San Francisco Chamber of Commerce |
| SEIU 1021 | Staff |

***Action: To submit a report to the Mayor and the Board of Supervisors summarizing the findings of the public hearing, including public comment.***

**BREAK – The Commission reconvene following a 10-minute break.**

**B. Public Comment** **DISCUSSION** *60+ min.*

The Commission will hear public comment related to the hearing topic. Public comment is limited to 2 minutes per person. Individuals wishing to make public comment are requested to complete a speaker card and will be called in the order received. Speaker cards may be submitted anonymously or using a pseudonym. The Commission also invites written testimony related to the hearing topic.

## VIII. ADJOURNMENT **ACTION** *1 min.*

City Hall is accessible to persons using wheelchairs and others with disabilities. Assistive listening devices are available and meetings are open-captioned. Agendas are available in large print. Materials in alternative formats, American Sign Language interpreters, and other accommodations will be made available upon request. Please make your request for alternative format or other accommodations to the Department on the Status of Women at 415-252-2570. Providing at least 72 hours notice prior to the meeting will help to ensure availability. The nearest BART station is Civic Center Plaza at the intersection of Market, Grove, and Hyde Streets. The MUNI Metro lines are the J, K, L, M, and N (Civic Center Station or Van Ness Avenue Station). MUNI bus lines serving the area are the 47 Van Ness, 9 San Bruno, and the 6, 7, 71 Haight/ Noriega. Accessible curbside parking is available on 1 Dr. Carlton B. Goodlett Place (San Francisco City Hall) and Grove Street. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based scented products. Please help the City to accommodate these individuals. For inquiries or requests for accommodations, please call 415- 554-6789 (V), 415-554-6799 (TTY).

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City and County of San Francisco
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*EMILY MURASE, PhD*
*Executive Director*

## COMMISSION MEETING MINUTES

**Wednesday, March 25, 2009**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

| Members Present | Staff Present |
|---|---|
| Commissioner Nikki Calma | Executive Director Emily Murase, PhD |
| Commissioner Kay Gulbengay (4:40) | Policy Analyst Ann Lehman |
| Commissioner Dorka Keehn | Administrative Analyst Laura Marshall |
| Vice President Carolene Marks | Policy Analyst Anu Menon |
| Commissioner Katherine Munter | Grants Administrator Carol Sacco |
| President Andrea Shorter | Commission Secretary Cynthia Vasquez |
| Commissioner Barbara Sklar | |

***A transcript of this meeting is available on our website at www.sfgov.org/cosw***

### I. CALL TO ORDER/AGENDA CHANGES

President Shorter called the meeting to order at 4:37 pm and welcomed all present.
**Action: Approved agenda.**
**m/s/c (Marks/Calma/Unanimous)**
*No public comment.*

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### II. APPROVAL OF MINUTES

**Action: Approved draft minutes from February 25, 2009.**
**m/s/c (Sklar/Keehn/Unanimous)**
*No public comment.*

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### III. EXECUTIVE DIRECTORS REPORT

### A. Executive Directors Report

Dr. Murase referred Commissioners to her written report. Together with the Board of Supervisors and the Mayor's Office, the Commission and Department hosted a successful celebration of Women's History Month on Tuesday, March 3, 2009. Commissioner Carolene Marks opened the ceremony in the Board of Supervisors chambers where the contributions of 15 outstanding women leaders were recognized. The Mayor's honoree was Police Chief Heather Fong who also attended the ceremony in the Board chambers and received a standing ovation.

Dr. Murase further reported that Policy Analyst Anu Menon attended the meetings of the United Nations Commission on the Status of Women and the United Nations Global Compact in New York. Ms. Menon's memo regarding these meetings were included in the meeting materials.

Dr. Murase stated that Commission Secretary Cynthia Vasquez organized a Shape Up San Francisco Kick Off event that was attended by over 40 city employees housed at 25 Van Ness. The Friends of the Commission met on March 24 where 2 new members where voted onto the Board: Wendy Willow Wark and Marily Mondejar. The Friends are moving forward with the Women in City Leadership Luncheon that will honor Chief Fong. The new date for the luncheon is Tuesday, June 9.

Dr. Murase reminded Commissioners that their Form 700 Statements are due to the Ethics Commission by Wednesday, April 1.

## IV. CONSENT AGENDA

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

A. **Resolution Recognizing the 30th Anniversary of Community United Against Violence**
B. **Resolution Recognizing Free Battered Women and the Freedom of 12 Incarcerated Survivors of Domestic Violence**
C. **Resolution Recognizing Kavita Ramdas of the Global Fund for Women**
D. **Resolution Recognizing Gene Marie O'Connell of San Francisco General Hospital**

**Action: To approve the Consent Agenda.**
**m/s/c (Gulbengay/Munter/Unanimous).**

Jovida Guevara-Ross of Community United Against Violence, thanked the Commission and expressed what an honor it is to continue to work with the Department and to serve the survivors of violence from the lesbian, bisexual, transgender, and queer communities. Ms. Guevara-Ross referred Commissioners to CUAV's website which featured the agency's strategic plan.

Emily, a coordinator with Free Battered Women, thanked the Commission for its continued support for the agency's mission to free domestic violence survivors and other women from prison. Emily invited the Commission to attend an event on Saturday, March 28 at the Women's Building where a dozen formerly incarcerated women will share their struggles and stories.

Gene O'Connell, recently retired CEO of San Francisco General Hospital, thanked the Commission for honoring her work. She explained that she came to the hospital first as a client, then became a nurse, and worked her way up. It has been her pleasure to work on women's health issues and provide services that are designed to be accessible to women from all across the City.

## VI. PUBLIC HEARING ON THE CURRENT ECONOMIC CRISIS: IMPACT AND RECOMMENDATIONS FOR SAN FRANCISCO'S WOMEN AND GIRLS

President Shorter explained that the Commission invited various speakers to report on the effects of the current economic crisis and recommendations for the women and girls of San Francisco. This information, together with public comment, was intended to inform policy responses to ensure that the interests of women and girls would be advanced in these difficult times. President Shorter noted that President Obama created a new White House Council on Women and Girls, a move that represents a huge step forward for women and girls.

A. Speakers provided testimony on the current economic crisis, its impact on women and girls, and how fiscal stimulus dollars should be directed towards an economic recovery that will benefit women and girls.

**Rebekah Krell** with the Mayor's Budget Office reviewed San Francisco's efforts in securing fiscal stimulus dollars. She stated that San Francisco is aggressively pursuing federal stimulus money and that there were 2 major grant categories for programs that address violence against women:

1. $13 million in STOP Grants that in the past supported 2 DA prosecutors working on stalking, and
2. $50 million in transitional housing and services for which the Department on the Status of Women would lead the grant application.

**Melanie Nutter,** Deputy District Director for the Assemblywomen Nancy Pelosi, presented a statement by Madame Speaker Nancy Pelosi recognizing the importance of tonight's Commission hearing on the impact of the economic crisis on women and their families. She further provided information on the American Recovery and Reinvestment Act, noting that the Act is designed to save and create jobs, help the current economy, and provide growth and stability for our country. Lastly, Ms. Nutter submitted to the Commission a 7-page report by the Democratic Women's Working Group entitled *Investing in Women and Children: Key Provisions of the American Recovery and Reinvestment Act.*

**Elmy Bermejo,** Commissioner with the California Commission on the Status of Women for 20 years, provided testimony on the impact of the economic crisis throughout the state. Last year, the California Commission held hearings throughout the state to hear direct testimony on the needs of women and girls. Ms. Bermejo provided recommendations on behalf of the California Commission, including the need to expand resources in the following areas: 1) childcare and early education, 2) healthcare benefits (specifically subsidizing healthcare premium payments for newly unemployed workers), and3) CalWorks for low-income women. Commissioner Marks expressed how important it is to have a state commission to give voice to the needs of women and girls throughout the state.

**Frances Culp,** Senior Health Program Planner with the Department of Public Health provided testimony on how budget cuts were affecting women and their children. She explained that in a 5 county comparison, San Francisco was demonstrated to have spent more money on women's health than other counties. She further stated that women and children are particularly vulnerable in the economic downturn due to the fact that women are often the heads of households, they earn lower wages than men, and they often have interrupted careers due to family and care obligations and are therefore the last hired and first fired. Ms. Culp shared with the Commission the following additional observations:

1. Increase in missed appointments among clients of community health clinics, possibly because service providers such as Family Mosaic are no longer able to purchase bus passes for their clients.
2. Increase in the number of child protective order reports
3. Increase in the number of babies entering the foster care system
4. Increase in WIC enrollment (WIC provides Federal grants to States for supplemental foods, health care referrals, and nutrition education for low-income women, and to children up to age five who are found to be at nutritional risk).

Ms. Culp stated that DPH will be seeking fiscal stimulus dollars to backfill substantial budget cuts to the Health Department.

**Jenny Chung,** Attorney and Program Manager with Insight Center for Community Economic Development, explained that her organization represents a coalition of 400 community-based agencies that focus primarily on building economic security in vulnerable communities. In particular, Ms. Chung requested that the Commission support the Elder Economic Dignity Act of 2009 (AB324) which would require the state to adopt the Elder Economic Self-Sufficiency Index which calculates basic cost of living expenses by county (rather than rely on the artificially low Federal Poverty Index) and use it in better address the needs of seniors in the state.

**Mary Huss,** Publisher of the *San Francisco Business Times* provided data and recommendations that have been echoed her readers. She pointed out that, unfortunately, the gender wage ratio had not improved; women still make only $.77 for every $1.00 a man makes. Many women-owned and small businesses were being impacted by the economic downturn. Construction and development have stalled. A major cause has been the fact that lines of credit are drying up and credit limits are shrinking. Banks are requiring larger reserve amounts than before. She said she expected to see non-profits merge or disappear.

Ms. Huss conducted an informal survey of key non-profits and shared the following feedback:
*Professional Business Women of California:* Funds for professional development have dried up.

*SF Chapter of Dress for Success:* Clients who had secured employment recently were unemployed again. Donations reduced by 50%.
*United Way:* Need to invest in education.
*Girl Scouts:* Significant reduction to supporting environmental, technology programs.
*Jewish Vocational Services:* Huge increase in caseload of job seekers.
*Goodwill:* 500% increase in demand for services. One-stop career center serving not 200, but 2,000.
*Larkin Street Youth Services:* Increase in underaged girls in the street.

She offered the following recommendations:

1. Make available microloans and training to start businesses.
2. Keep small businesses afloat.
3. Support job training programs.
4. Provide guidance on how to access infrastructure process: one-stops, websites.
5. Convene a stimulus job fair.

Ms. Huss concluded by emphasizing the importance of keeping people informed of accessing stimulus funds. She stated that she receives many calls about how to access fiscal stimulus monies.

**Terri Feeley** a Consultant with the Family Economic Success Working Group, referenced her written testimony. Having reviewed the fiscal stimulus package very closely, she stated that, according to White House, stimulus dollars should create roughly 6900 jobs in San Francisco, and that California generally gets about 10% of federal funding that is available nation-wide. According to the California Legislative Analyst's Office, the state is expecting between $31 - $95 billion in fiscal stimulus dollars.

Ms. Feeley enumerated the following aspects of the fiscal stimulus package:

1. Higher Education Tax Credit
2. Child Tax Credit
3. Increases Earned Income Tax Credit
4. Making Work Pay Tax Credit
5. Economic Recovery Payments
6. Unemployment Insurance.
7. Need for additional outreach
8. Expands childcare funding
9. CalWorks
10. Homeless Prevention
11. Weatherization
12. Resources for Community Services and Community Development Block Grants

**Barbara Mark** with the National Association of Women Business Owners provided testimony on how stimulus funds can be used to help small business owners. She has been working in Sacramento to see how small business can be helped. NAWBO, a non-profit that provides training in small business, networking, mentorship, is also struggling. She noted that a number of women business owners have had to go out of business. Part of the reasons is that there has been a significant decrease in access to capital, a phenomena she terms the "diminishing/disappearing credit line." Meanwhile, she explained that larger businesses have had to cutback on number of employees. She pointed out that the cost of doing business in San Francisco was considerable higher than neighboring counties: higher tax burden, higher minimum wage, higher worker's compensation.

Ms. Mark offered the following recommendations:

1. Expand access to information regarding stimulus package funding.
2. Identify which industries will be supported.
3. Explore ways to support internships to lower employment costs.
4. Increase lines of credit.

**Julie Abrams,** Chief Executive Officer of Women's Initiative for Self-Employment, explained that her non-profit agency has, over the course of 21 years, helped over 17,000 women start their businesses, thereby creating economic security for their families. She reported that a total amount of $500,000 in city dollars dedicated for women's micro-enterprise, of which her agency received $225,000, had been eliminated altogether.

She stated that the road to economic recovery can be found in small business, noting that 70% of all new job growth is expected to be in small business. Her agency has demonstrated a $30 return for every $1 invested. She supports a gender budgeting approach to the economic recovery. She calculated that if San Francisco were to invest $20 million in women-owned small businesses, the city would see a return of $600 million.

Ms. Abrams offered the following recommendations:

1. Renew first-time leaseholder grant program for shop space.
2. Invest in microloan funds, target women of color.
3. Expand microenterprise training and growth support services.
4. Take a proactive role in decreasing fees such as business license.
5. Provide a tax incentive for façade improvement.
6. Design an overall economic stimulus strategy that supports women.
7. Provide low cost or subsidized health care and day care.

**Amanda Castle,** Program Officer for Public Policy with the Women's Foundation of California, explained that her agency, which was a state-wide organization that has been in existence for 30 years, funds hundreds of non-profits. Non-profits are also being particularly hard hit by the economic downturn. According to the United Way, non-profit revenues have fallen by 65% at a time when 70% of Bay Area non-profits have reported an increase in the demand for services.

She offered the following recommendations:

1. Strengthen the social safety net
   a. Increase childcare subsidies.
   b. Expand affordable housing and rental assistance
   c. Expand affordable healthcare.
   d. Expand food stamps where a $1 investment generates a return of $1.73.
2. Employment
   a. Develop specific goals for recruitment, hiring of women.
   b. Provide support services, such as childcare.

**Helen Smolinski,** Program Director for 8 years with the Lawyer's Committee for Civil Rights, stated that her agency serves low-income clients through Bay Area. and provided pro bono assistance to 519 clients last year. Of these clients, half were women and a majority of these women were minorities. The number of clients represents a 16% increase in 2008 from 2007. She emphasized that people are struggling and that women and their families, in particular, need help.

She offered the following recommendations:

1. Enhance childcare subsidies.
2. Implement anti-homelessness strategies.
3. Provide support for small business, especially minority-owned.

**Rebecca Rolfe,** Executive Director of the San Francisco Lesbian Gay Bisexual Transgender (LGBT) Center, stated that the Center developed the world's first economic development program for LGBT individuals 6 years ago, providing workforce development, support for small businesses, and financial literacy training. In addition, the Center pioneered the Transgender Economic Empowerment Center.

Ms. Rolfe explained that LGBT individuals face a whole host of challenges. They are more likely to leave home early, have a high rate of runaways, institutionalization, and lack family support, especially financial. They face bias in education, housing, employment, and access to healthcare. Moreover, marriage, which is denied to same sex couples in California, affords 138 federal benefits. LGBT individuals earn between 5 – 15% less than heterosexuals, are more likely to live in poverty, have low rates of homeownership, and high rates of debt and financial liability. Children of gay and lesbian couples live in poverty 2 times the national average.

She stated that sexism affects all women. Homophobia exacerbates the impact of the economic downturn on LGBT individuals and the impact is very severe for transgendered. She urged that people avoid the myth of LGBT affluence. Ms. Rolfe recommended that the Commission continue to fund LGBT-specific services and redouble its efforts to institutionalize gender budgeting within the city budget.

**Senator Leland Yee** presented Executive Director Emily Murase with the honor of "Woman of the Year" for his Senatorial district. He explained that Dr. Murase played an important role in supporting a historic bill the Senator authored to prohibit the jailing of domestic violence victims for refusing to testify against their batterers. Dr. Murase expressed her surprise at being recognized for this honor and acknowledged the influence of key advocates in the anti-violence against women community on her work.

**Emylene Aspilla** Director of Client Services with the Jewish Vocational Services, explained that her agency, founded in 1973, focuses on disabled youth, foster youth, and refugees and that 60% of all clients are women. She reported on a marked increase in clients: in 2008, there were 4.1 job seekers for every job whereas now the number of job seekers has doubled. Jewish Vocational Services partnered with the LGBT Center to create the Transgender Economic Empowerment Center. Ms. Aspilla advanced a recommendation for the city to invest in workforce programs such as her agency's Leap program which includes internships and leads to full-time administrative position. Among the program clients, 85% are women. A total of 140 women have participated in the program and 80% of them are still employed after 3 years.

**Catherine Dodd**, Deputy Chief of Staff for Health and Human Services with the Mayor's Office, explained that the City is aggressively pursuing fiscal stimulus dollars. She noted that Vice President Joe Biden issued a letter emphasizing that fiscal stimulus dollars will be directed to the neediest populations. This would include senior women. She explained that San Francisco is expected to get $4 million in formula funds.

On the issue of childcare, Childcare block grant based on vouchers, not slots and relies on disbursement from the California Department of Education. The problem with Early Headstart is that San Francisco doesn't have appropriate facilities to accommodate expansion. Therefore, focus needs to be directed at the state level.

F-Map is the federal matching funds for Medicare, fostercare, and in-home supportive services. Large sums of money are expected to come to San Francisco, but will be focused on backfilling cuts to the Human Services Agency and the Department of Public Health.

Regarding layoffs, Dr. Dodd explained that , to date, unions representing employees in social services, where women are heavily represented, have not been willing to make concessions to protect positions. Nurse managers did agree to forgo their raise for $800,000 in savings. Other unions, representing male-dominated fields, have negotiated labor contracts to protect positions.

**Action: To submit a report to the Mayor and the Board of Supervisors summarizing the findings of the public hearing, including public comment, and request that the Board of Supervisors hold similar hearings to expand the findings.**
**m/s/c (Shorter/Keehn/Unanimous).**

**Public Comment on the motion/action:**

**Beckie Masaki,** Executive Director of Asian Women's Shelter, requested that testimony on behalf of the Violence Against Women programs and the effect of the economic downturn on their clients, be included in the final report.

**Kathy Perry,** Editor of the Western Edition Times, thanked the Commission for holding the hearings and allowing a space for the voices of women and girls to be heard. Ms. Perry suggested creating working groups to work with the Board of Supervisors when allocating stimulus funding.

**BREAK – The Commission reconvened following a 10-minute break.**

## B. Public Comment

***A transcript of public comment is available on our website at www.sfgov.org/cosw***
The following members of the public provided public testimony:

| | |
|---|---|
| Kathryn Johnson | Democratic Women in Action |
| Dr. Renne Golanty-Koel | Democratic Women in Action |
| Kelly Lee | Young Asian Women Against Violence/Sisters Against Violence Empowerment Project |
| Dr. Jane Bernard Powers | Democratic Women in Action |
| Vicky Hamlin | Tradeswomen, Inc. |
| Molly Martin | Tradeswomen, Inc. |
| Charlene Clemens | San Francisco Family Support Network |
| Caitlin Chan | Women's Community Clinic |
| Kathy Piccagli | Older Women's League |
| Jody Schwartz | LYRIC |
| Vanessa Flores | Asian Women's Shelter |
| Beckie Masaki | Asian Women's Shelter |
| Victoria Hernandez | Mujeres Unidas Y Activas |
| Emma Delgado | Mujeres Unidas Y Activas |
| Andrea Bible | Free Battered Women |
| Laura Guzman | Mission Neighborhood Resource Center |
| Montaira Warren | Gum Moon Residence Hall |
| Emberly Cross | Cooperative Restraining Order Clinic |
| Beverly Upton | Domestic Violence Consortium |
| Roberta Toomer | WOMAN, Inc. |
| Bonnie Henriquez | Tradeswomen, Inc. |
| Kathy Perry | Western Edition Times |

## VIII. PUBLIC COMMENT

President Shorter announced that Commissioner Nikki Calma was resigning from the Commission and thanked her for her work with the Commission.

Commissioner Calma thanked the Commission for the opportunity work with such a dedicated group and stated that she looked forward to continuing to hear about the Commission's important work advancing the status of the women and girls of San Francisco.

## IV. ADJOURN

**Motion to adjourn meeting in memory of Shyamala G. Harris, mother of District Attorney Kamala Harris, and in memory of the 4 Oakland police officers who were recently killed in the line of duty. m/s/c (Shorter/Marks/Unanimous).**
The meeting adjourned at 8:30 pm.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001. The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices. Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at http://www.sfgov.org/cosw.

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City and County of San Francisco
Commission on the Status of Women
*Mayor Gavin Newsom*

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President

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Vice President

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Commissioner

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Commissioner

**KATHERINE MUNTER**
Commissioner

**BARBARA SKLAR**
Commissioner

***EMILY MURASE, PhD***
*Executive Director*

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# COMMISSION MEETING AGENDA

**Wednesday, April 22, 2009**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

**Roster:**
*President Andrea Shorter*
*Commissioner Katherine Munter*
*Commissioner Dorka Keehn*
*Commissioner Carolene Marks*
*Vice President Kay Gulbengay*
*Commissioner Barbara Sklar*

*Total Estimated Meeting Time: 1 hr 56 minutes*

## I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *2 min.*

Remarks by President Shorter.
***Action: To approve the meeting agenda.***

## II. APPROVAL OF MINUTES — DISCUSSION/ACTION — *5 min.*

Explanatory document – Draft Minutes from March 25, 2008.
***Action: To approve draft minutes from March 25, 2008.***

## III. EXECUTIVE DIRECTOR'S REPORT — DISCUSSION — *5 min.*

**A. Executive Director's Report** — **Executive Director Murase**
Explanatory document – The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

## IV. CONSENT AGENDA — DISCUSSION/ACTION — *5 min.*

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*
***Action: To approve the Consent Agenda.***

A. Resolution Recognizing the 20th Anniversary of the Professional BusinessWomen of California
B. Resolution Recognizing the Engage Her Conference
C. Resolution Recognizing the 10th Anniversary of Honoring Emancipated Youth

## V. REPORTS — DISCUSSION/ACTION

**A. Health** — **Commissioner Marks** — *3 min.*
**B. Justice & Courage** — **Commissioner Keehn** — *3 min.*
***Action: To approve Dion Roberts as a Justice and Courage Oversight Panel member.***
**C. Women's Human Rights Treaty** — **Vice President Gulbengay** — *3 min.*

**D. Violence Against Women (VAW) Prevention and** — **Commissioner Munter** — *3 min.*

**Intervention Grants Program**

**F. Family Violence Council** **Executive Director Murase** *3 min.*

## VI. NEW BUSINESS **DISCUSSION**

**A. Adult Probation Department Update on CEDAW** **Tina Gilbert** *20 min.*
Tina Gilbert, Division Director, will provide an update on the implementation of the gender analysis at the Adult Probation Department.

**B. Economic Opportunities for Women by City Agencies**

| | | |
|---|---|---|
| 1. Mayor's Office of Workforce and Economic Development | Betsy Baum and<br>Amy Wallace | *8 min.* |
| 2. SF Works | Carrie Portis | *8 min.* |
| 2. Department of Public Works | Director Ed Reiskin | *8 min.* |
| 3. Municipal Transportation Authority | Virginia Harmon | *8 min.* |
| 4. Housing Authority | Staff | *8 min.* |
| 5. Human Rights Commission | Melinda Kanios | *8 min.* |

## VII. OLD BUSINESS

**A. Meeting Calendar** **Executive Director Murase** *10 min.*
The Commission will discuss changing the Commission's Strategic Planning Session from July to November, and other meeting dates
**Action: To approve the proposed remaining 2009 meeting schedule.**

## VIII. PUBLIC COMMENT **DISCUSSION** *5 min.*
This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## IX. ADJOURNMENT **ACTION** *1 min.*
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JULIE SOO
Commissioner

*EMILY MURASE, PhD*
*Executive Director*

# COMMISSION MEETING MINUTES

**Wednesday, April 22, 2009**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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**Roster:**
*President Andrea Shorter*
*Commissioner Katherine Munter*
*Commissioner Dorka Keehn*
*Commissioner Carolene Marks*
*Vice President Kay Gulbengay*
*Commissioner Barbara Sklar*
*Commissioner Julie Soo*

*Total Estimated Meeting Time: 1 hr 56 minutes*

## I. CALL TO ORDER/ AGENDA CHANGES

President Shorter called the meeting to order at 5:05 pm. She welcomed new Commissioner Julie Soo. Commissioner Soo expressed her appreciation to the Mayor for his appointing her to the Commission. She explained that she is a 4th generation San Franciscan, and that her father was a public servant for the City as well. She stated that she is looking forward to fulfilling her new duties as a Commissioner.

**Action: Approved agenda.**
**m/s/c (Keehn/Gulbengay/Unanimous)**
No public comment.

## II. APPROVAL OF MINUTES

**Action: Approved draft minutes from March 25, 2008.**
**m/s/c (Sklar/Munter/Unanimous)**

## III. EXECUTIVE DIRECTOR'S REPORT

### A. Executive Director's Report — Executive Director Murase

Dr. Murase referred Commissioners to her written report. She echoed President Shorter's welcome to Commissioner Julie Soo. She also pointed out that, for the first time, a Commissioner from this Commission has been called to the Rules Committee for review. Commissioner Gulbengay explained that following the Mayor's appointment of Commissioners, members of the Board have 30 days in which to request a review of the appointment. In this case, Supervisor Daly has requested that the Mayor's most recent appointments, including Ms. Soo, come before the Rules Committee in early May. Commissioner Gulbengay explained that the recommendation of the Rules Committee is then forwarded to the full Board for approval. President Shorter asked Dr. Murase to seek advisement from the City Attorney on this process. Dr. Murase then directed Commissioners to attachments following

**Public Comment**
Rev. Israel Alvaran, a representative from UNITE HERE Local 2, distributed information folders regarding a boycott of the Hyatt Fisherman's Wharf and the HEI Le Meridien Hotel, that are not unionized. He asked that two Local 2 members address the Commission.

Elsa Bukner stated that she has been a member of Local 2 for 18 years. She works for the Palace Hotel and is a member of the Local 2 Action Committee. She reported that nearly 90% of Class A hotels are unionized, affording union members affordable wages, decent wages, child and elder care benefits for hotel workers, and domestic partner coverage.

Anna Flores stated that she has worked for HEI (Le Meridien Hotel) for 20 years. She cleans 13 or 14 rooms per day. She and her co-workers would like to unionize to ensure access to affordable healthcare and other benefits. She requested that the Commission issue a letter in support of Local 2.

Rev. Alvaran reported that the Immigrant Rights Commission in on record for supporting the boycott and requested that the boycott be added to the Commission's agenda next month.

Beckie Masaki, Asian Women's Shelter, requested that there be better coordination with Partner Agencies in seeking federal grants as some are available to any entity, be it government or non-profit, while other grants require a partnership with a government entity. She further asked for support from the Department to ensure that Emergency Shelter Grant funding consider the needs of domestic violence victims.

K/Cathy Black, La Casa De Las Madres, asked that efforts be made to ensure that the needs of domestic violence victims be included in the Emergency Shelter Grant funding. Regarding the new San Francisco ordinance that provides additional renter protection to domestic violence victims, Ms. Black credited Katherine Berg, Emberly Cross, graduate student Sheila Hunter, and Michael Trancoso, for their dedicated efforts early in the process.

Commissioner Keehn asked about the nature of ESG funding discussions. Ms. Black stated that the funding is being handled by the Human Services Agency and she provided additional details.

## IV. CONSENT AGENDA DISCUSSION/ACTION *5 min.*

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A. Resolution Recognizing the 20th Anniversary of the Professional Business Women of California
B. Resolution Recognizing the Engage Her Conference
C. Resolution Recognizing the 10th Anniversary of Honoring Emancipated Youth

**Action: To approve the Consent Agenda.**
**m/s/c (Shorter/Gulbengay/Unanimous)**

## V. REPORTS DISCUSSION/ACTION

### A. Health Commissioner Marks *3 min.*

On behalf of Commissioner Marks, Dr. Murase reported that the Healthy San Francisco Advisory Committee will be meeting this week. There are roughly 35,000 (CHECK WEBSITE FOR ACTUAL NUMBER) newly insured individuals, of which women comprise 48%.

### B. Justice & Courage Commissioner Keehn *3 min.*

Commissioner Keehn reported on a very good meeting with Judge Mary Morgan who presides over the Domestic Violence Court. But she expressed concern over the continued delay in the completion of the JUSTIS project which is to connect the databases of criminal justice agencies. Finally, Commissioner Keehn reported that the Justice & Courage Governance Committee has recommended Dion Roberts, Program Manager for Permanent Supportive Housing of the Human Service Agency, to serve on the Justice & Courage Oversight Panel. The Panel approved the recommendation unanimously. Commissioner Keehn asked that the Commission adopt the recommendation of the Panel.

Ms. Roberts introduced herself. She highlighted a new program at HSA which allows the agency to directly refer families to specific housing units. She expressed her enthusiasm for the appointment.

**Public Comment**
Beverly Upton, member of the Justice & Courage Governance Committee, spoke in favor of Ms. Robert's appointment.

C/Kathy (PLEASE CONFIRM SPELLING) Black, La Casa de las Madres, stated that Ms. Roberts was instrumental in making Mary Elizabeth Inn into a model permanent supportive housing facility with 93 rooms available to women.

**Action: To approve Dion Roberts as a Justice and Courage Oversight Panel member.**
**m/s/c (Gulbengay/Sklar/Unanimous)**

### C. Women's Human Rights Treaty
Vice President Gulbengay asked Policy Analyst Anu Menon to give a report. Ms. Menon invited Commissioners to attend the next Gender Quality Principles Initiative Roundtable, scheduled for Friday, May 1, 8:30 am - 12:30 pm, at the IBM offices in San Francisco.

### D. Violence Against Women (VAW) Prevention and Intervention Grants Program
Commissioner Munter reported that Partner Agencies were in the process of re-applying for grants. She recognized the work of Grant Administrator Carol Sacco. Applications are due on May 12, 2009. As of February, Partner Agencies have spent 70% or $1.4 million, in their allocations. As part of the City-wide Fiscal and Compliance Monitoring Committee, 11 Partner Agencies, roughly 1/2 of DOSW-funded agencies, have participated.

Regarding the May 12 deadline, Dr. Murase explained that the Controller's Office requires that contracts be in place before any services are rendered. Otherwise, payment on these services will be disallowed. In the past, the Controller has reprimanded the Department for failure to comply with this requirement. In order for contracts to be in place by July 1, they must be completed several weeks in advance of the new fiscal year.

### E. Family Violence Council — Executive Director Murase *3 min.*
Dr. Murase invited Administrative Analyst Laura Marshall to provide the report. Ms. Marshall reported that the most recent meeting of the Family Violence Council was focused on best practices in intervention of family violence. Additional dialogue may continue in a subcommittee devoted to this topic. The *Report on Family Violence in San Francisco* is currently being vetted with the Mayor's Office. Commissioner Keehn requested information related to batterer's accountability initiatives. Dr. Murase pointed out that Tina Gilbert, Supervisor of the Domestic Violence Unit of the Adult Probation Department, will be presenting later in the agenda.

President Shorter reported that she and Dr. Murase met with newly-elected Supervisor John Avalos. Discussion focused on family violence and the particular issue of batterer accountability.

**Public Comment**
Beverly Upton of the Domestic Violence Consortium reported that her discussions with members of the Board of Supervisors and the Mayor's Office have been very encouraging. She requested that the contract renewal process be slowed in order to support efforts to restore funding to the VAW Grants Program. She asked that the Department meet with Partner Agencies to adjust the renewal timeline.

Beckie Masaki of the Asian Women's Shelter supported Ms. Upton's request and added that she would be willing to accept payment delays in order to accommodate a later contract renewal date.

President Shorter asked Dr. Murase how flexible the contracting schedule is. She responded that she would have a discussion with staff regarding the possibility of adjusting the deadlines in light of the new information.

## VI. NEW BUSINESS

### A. Adult Probation Department Update on CEDAW

Patrick Boyd, Chief, and Tina Gilbert, Division Director, of the Adult Probation Department provided an update on the implementation of the year 2000 gender analysis of that department. He directed the Commission to his cover letter and update report. Ms. Gilbert reviewed information related to female probationers.

LIST A FEW KEY INDICATORS HERE

- Two new gender-specific caseloads: 18 - 24 year old women probationers and General Supervision women probationers.
- On April

Commissioner Soo requested data on how many probationers are mothers and whether other family members become caregivers to their children. Ms. Gilbert responded that the data is not readily available.

### B. Economic Opportunities for Women by City Agencies

**1. Human Rights Commission**

Melinda Kanios, Certification Manager for the Local Business Enterprise Program of the Human Rights Commission, provided handouts to the Commission with statistics on the number of minority-owned (471), women-owned (298), and other business enterprises (279), and an ethnic breakdown of the minority-owned and women-owned business enterprises. In response to the question of how many of the women-owned businesses participate in City contracts, Ms. Kanios explained that the Human Rights Commission is updating its database and is scheduled to present the information to the Board of Supervisors. Ms. Kanios would be happy to return to the Commission to provide the most recent information. Regarding outreach, Ms. Kanios explained that the Human Rights Commission convenes monthly workshops on how to become certified, and partners with business groups to give presentations.

Commissioner Soo asked if an enterprise can qualify as both a woman-owned or minority-owned enterprise. Ms. Kanios stated that, since 2006, enterprises must choose one. This policy was established based on a series of community meetings where the ability to be listed under 2 categories was deemed unfair and that opportunities would be maximized if enterprises selected one category. Commissioner Soo asked if there is any data to suggest that there is an advantage to certify under one category over another. Ms. Kanios responded that this data is not readily available.

**2. Mayor's Office of Economic and Workforce and Economic Development**

Amy Wallace, Deputy Director, and Betsy Baum, Performance and Accountability Manager, presented data on the extent to which women participate in their programs. The 2 main workforce programs are CityBuild, a 12-week pre-apprentice construction workforce program, and the Workforce Investment Act Program for at-risk youth and young adults. Ms. Baum presented statistics that demonstrated that these programs include more women than national averages. The office is also responsible for the one-stop employment centers that have been expanded from 3 to 6 locations. Regarding outreach, MOEWD has written into their contracts a goal of 25% inclusion of women. Ms. Wallace discussed partnerships with the Human Service Agency through its Calworks programs and the Housing Authority through HopeSF to include more women.

Ms. Wallace stated that MOEWD will receive $6 million in fiscal stimulus dollars to create linkages between the unemployed and those fields where jobs will be available. Themes for the use of the dollars include sector strategies, green jobs, regional strategies, and collaborations, especially with educational institutions. In partnership with other city departments, MOEWD will be issuing RFPs in the coming weeks that will be focused on the broad themes. For example, the office will be seeking ways to build capacity at the one-stop shops. She reviewed additional measures to expand women's participation.

Commissioner Munter asked how the amount San Francisco will receive compares to other jurisdictions. Ms. Wallace responded that these stimulus dollars are determined by a formula based on employment level, income levels, and population size. Due to the fact that San Francisco tends to have higher employment and income levels, and a smaller population than other jurisdictions, the city generally receives grants that are relatively small. Notwithstanding, the $6 million fiscal stimulus allocation doubles the current allocation of federal dollars to these programs.

Dr. Murase asked whether participation data was available by gender and ethnicity. Ms. Baum stated that the data is available and that she would be happy to provide it.

**3. SF Works**

Executive Director Carrie Portis explained that SF Works is a non-profit housed in the Chamber of Commerce that promotes employment among low-income populations. Partnering with the Treasurer's Office, the Department of Children, Youth and Their Families, SF Works helps to publicize city services and tax credits. The agency partners with local employers and reaches out to hospitality workers, in-home care workers, and childcare workers. A new pre-qualification program targets women on public assistance, youth, and ex-offenders to access tax credits and other public benefits.

President Shorter asked how a person holding down multiple jobs would access the services of SF Works. Ms. Portis explained that her staff goes out to job sites during normal business hours to conduct outreach.

Commissioner Keehn asked how employers can access information about tax credits. Ms. Portis directed her to her agency website, www.sfworks.org

Commissioner Soo asked about the degree to which services are publicized in different languages. Ms. Portis explained that brochures and other materials are available in English, Spanish, and Cantonese.

**4. Department of Public Works**

Director Ed Reiskin of the Department of Public Works walked Commissioners through the presentation. CalTrans: race neutral policy has changed to a race conscious policy as of June 2, 2009. Underutilized disadvantaged businesses. Specific goals will be set out for fiscal stimulus projects.

KEY POINTS

Commissioner Keehn asked about whether the low-bid process has been reviewed for possible change. Director Reiskin stated that while many this is a matter of state law that is not readily changed. He added that there are some strategies for seeking better value "design build" "integrated project delivery"

**3. Municipal Transportation Authority**

Virginia Harmon, Manager of the Equal Opportunity Office, Contracts & Procurement, Contract Compliance, and Equal Opportunity. MTA consists of MUNI, Parking & Traffic, the Parking Authority, Taxi Commission. 7th largest transit agency in the country, 700,000 passengers every day.

KEY POINTS

**4. Housing Authority**

Barbara Smith, TITLE, of the Housing Authority presented the agency's response. She was joined by Director Henry Alvarez III, Executive Director, and Kyle Pederson

KEY POINTS

## VII. OLD BUSINESS

### A. Meeting Calendar

**Action: To approve the proposed remaining 2009 meeting schedule.**
This item was postponed to the May Commission meeting.

## VIII. PUBLIC COMMENT

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

Commissioner Linda Richardson stated that she was wearing several hats. As a Commissioner on the Human Rights Commission, she serves as the co-chair of the Local Business Enterprise Ordinance. She is very excited about the possibility of strengthening the partnership with the Commission on the Status of Women. She recognized the work of Dr. Murase who is conducting outreach to various women's groups to participate in the work of the Commission and the Department. She asked to be placed on a future agenda about issues related to the Southeast neighborhooods. The Human Rights Commission is undergoing a strategic planning process. Commissioner Richardson extended an invitation to the Commission and Department to engage in this process.

Dora (ADD LAST NAME) stated that she represents CLAER (PROVIDE FULL NAME) that addresses issues in the Visitacion Valley and Sunnydale neighborhoods. She explained that there are 6,000 women in the Sunnydale neighborhood who are without assistance for housing, social services, and violence against women. Women compose 98% of CLAER's clients. She asked that the Commission convene a meeting with the Housing Authority and the Board of Trustees to address the issue of women who are no longer eligible for CalWorks participation.

President Shorter requested that representatives from CLAER be added to the May Commission agenda.

## IX. ADJOURNMENT ACTION *1 min.*

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**City and County of San Francisco**

# Commission on the Status of Women

*Mayor Gavin Newsom*

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President

KAY GULBENGAY
Vice President

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## COMMISSION MEETING AGENDA

**Wednesday, May 27, 2009**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

**Roster:**

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*Commissioner Katherine Munter* | *Commissioner Barbara Sklar*
*Commissioner Dorka Keehn* | *Commissioner Julie Soo*
*Commissioner Carolene Marks*

*Total Estimated Meeting Time: 1 hr 30 minutes*

**I. CALL TO ORDER/ AGENDA CHANGES** **DISCUSSION/ACTION** *2 min.*

Remarks by President Shorter.

***Action: To approve the meeting agenda.***

**II. APPROVAL OF MINUTES** **DISCUSSION/ACTION** *5 min.*

Explanatory document – Draft Minutes from April 22, 2008.

***Action: To approve draft minutes from April 22, 2008.***

**III. EXECUTIVE DIRECTOR'S REPORT** **DISCUSSION** *15 min.*

**A. Executive Director's Report** **Executive Director Murase**

Explanatory document – The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

**B. Introduction of Deputy City Attorney Alicia Cabrera** *5 min.*

**C. Community Leadership Academy and Emergency Response Project Presentation** *10 min.*

**IV. CONSENT AGENDA** **DISCUSSION/ACTION** *5 min.*

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

***Action: To approve the Consent Agenda.***

A. Resolution Recognizing Libby Denebeim
B. Resolution Recognizing the 5th Anniversary of Equal Rights Advocates

## VI. NEW BUSINESS **DISCUSSION**

**A. Proposed Legislation on New Controls for Massage Establishments** **Supervisor Carmen Chu** *15 min.*

**B. Economic Opportunities for Women by City Agencies**

1. Department of Aging and Adult Services **Staff** *10 min.*

**C. Hotel Labor Issues** *5 min.*

Israel I. Alvaran, with UNITE HERE Local 2, will present information on hotel workers choosing whether to have a union through a card-check neutrality agreement

***Action: To approve a resolution urging Hyatt Fisherman's Wharf and HEI Le Meridien Hotel to allow its workers to choose, free from delay and intimidation, whether to have a union through a card-check neutrality agreement***

## VII. OLD BUSINESS

**A. Nominations of Officers for 2009-2010** **President Shorter** *10 min.*

The Commission will nominate candidates for President and Vice President of the Commission for 2009-2010. The election will take place at the June 24 Commission meeting.

**Action: To nominate candidates for President and Vice President for 2009-2010.**

**B. Meeting Calendar** **Executive Director Murase** *10 min.*

The Commission will discuss changing the Commission's Strategic Planning Session from July to November, and other meeting dates

**Action: To approve the proposed remaining 2009 meeting schedule.**

## VIII. PUBLIC COMMENT **DISCUSSION** *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## IX. ADJOURNMENT **ACTION** *1 min.*

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City and County of San Francisco

# Commission on the Status of Women

*Mayor Gavin Newsom*

**ANDREA SHORTER**
President

**KAY GULBENGAY**
Vice President

**DORKA KEEHN**
Commissioner

**CAROLENE MARKS**
Commissioner

**KATHERINE MUNTER**
Commissioner

**BARBARA SKLAR**
Commissioner

**JULIE SOO**
Commissioner

***EMILY MURASE, PhD***
*Executive Director*

## COMMISSION MEETING MINUTES

**Wednesday, May 27, 2009**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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**Members Present**

Commissioner Kay Gulbengay
Commissioner Dorka Keehn
Vice President Carolene Marks
Commissioner Katherine Munter
President Andrea Shorter
Commissioner Julie Soo

Excused: Commissioner Barbara Sklar

**Staff Present**

Administrative Analyst Laura Marshall
Policy Analyst Anu Menon
Grants Administrator Carol Sacco
Commission Secretary Cynthia Vasquez

## I. CALL TO ORDER/ AGENDA CHANGES

President Shorter called the meeting to order at 5:15 pm and welcomed all present. She announced that Executive Director Murase was attending to a family matter and Carol Sacco was serving as Acting Executive Director. President Shorter requested that following two imperative agenda items be added to the agenda:

- Resolution Urging California's Senators to confirm the nomination of Justice Sonia Sotomayor to the United States Supreme Court
- Action: To support the Massage Parlor legislation as proposed by Mayor Gavin Newsom and Supervisor Carmen Chu.

**Action: Approved amended agenda.**
**m/s/c (Shorter/Marks/Unanimous)**
No public comment.

## II. APPROVAL OF MINUTES

Commissioner Soo requested that the minutes reflect her request for data from the Adult Probation Department of how many probationers are mothers and whether other family members become caregivers to their children or if the children enter the foster care system.
**Action: Approved amended minutes from April 22, 2009.**
**m/s/c (Gulbengay/Shorter/Unanimous)**
No public comment.

## III. EXECUTIVE DIRECTOR'S REPORT

### A. Executive Director's Report

In the absence of Dr. Murase, Carol Sacco referred Commissioners to the written report provided in their packets. Ms. Sacco reported that the 31 out of 50 departments have submitted their gender budgeting data and that staff is working to analyze responses to the Mayor's budget staff questions about demographic data collection. Ms. Sacco also reminded the Commission of the June 9 Women in City Leadership Luncheon where Chief Heather Fong will be honored.

### B. Introduction of Deputy City Attorney Alicia Cabrera

President Andrea Shorter introduced and welcomed Deputy City Attorney Alicia Cabrera. Ms. Cabrera who has working with the City since 2006, also staffs other city departments including the Human Rights Commission, the Office of Urban Services, and the Office of Citizen Complaints. Ms. Cabrera also works on drafting legislation for the members of the Board of Supervisors as well as the Mayor's Office. Previously, Ms. Cabrera has worked with the Riley Center, one of our Department's Partner Agencies, and is very familiar with the work of the Department. She stated that she looks forward to working together.

### C. Community Leadership Academy and Emergency Response Project Presentation

Sharen Hewitt, CLAER's Founder and Executive Director, explained that the CLAER Project helps people traumatized by violence move beyond victimization to healing and serves the Southeast Sector of the City which includes the Sunnydale public housing project and residents of the Geneva Tower who have limited access to services. The CLEAR Project is imbedded in the community and serves the most at-risk communities of San Francisco. Ms. Hewitt asked the Commission to take the lead in ensuring that low income women have access to workforce training, housing stabilization, and comprehensive child care. She requested the Commission's help in channeling economic stimulus funds to families headed by single women.

Boe Hayward, a Legislative Aide with the Office of Supervisor Bevan Dufty, expressed support for the Department and the CLAER Project. Supervisor Dufty is concerned with the limited services and access to services in public housing and those communities most in need. Mr. Hayward stated that during these difficult budget times, it is important to continue to provide services to those underserved communities.

Kizzy Buzby, a Sunnydale resident and a client of the CLAER Project, testified that she was recently a burglary victim. The CLAER Project helped her by providing furniture and food to her and her family. Ms. Buzby hopes that CLAER will continue to receive funding so that they can continue to support a community with minimal resources.

Laurel, a Policy Associate with the CLAER Project explained that currently the agency is handling a caseload of 300 and are assisting over 700 individuals. The current annual income of their clients is $12,500. In addition to her policy work, she explained that she provides resources to clients, infrastructure assistance, as well as care for the clients they serve. Ms. Hewitt hopes to work with the Commission to continue to serve this vulnerable population.

Commissioner Marks volunteered to meet with the City College Board to discuss what work can be done to better serve the residents of public housing and residents in the Southeast Sector. Commissioner Soo suggested working with the Mayor's Office as there are stem cell research companies coming to San Francisco and training programs can help some clients get into the workforce. Commissioner Soo highlighted that the newly nominated Justice Sonia Sotomayor is a former public housing resident.

Commissioner Shorter volunteered to work with City College, Bevan Dufty's Office, and another Commissioner to ensure that training programs and access to workforce development skills are available to women who are heads of households or public housing residents.

## IV. CONSENT AGENDA

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A. Resolution Recognizing Libby Denebeim
B. Resolution Recognizing the 35th Anniversary of Equal Rights Advocates
C. Resolution Urging California's Senators to Confirm the nomination of Justice Sonia Sotomayor to the United States Supreme Court

**Action: To approve the Consent Agenda.**
**m/s/c (Keehn/Munter/Unanimous)**

Commissioner Marks and President Shorter both praised the work of Ms. Denebeim and expressed what a pleasure it is to acknowledge the work of such a visionary and hard working individual, and that her many contributions will continue to be felt throughout the City.

## V. NEW BUSINESS

### A. Proposed Legislation on New Controls for Massage Establishments

Supervisor Carmen Chu provided the Commission with an overview of the two proposed items of legislation on new controls for Massage Establishments, one authored by her, the other by Mayor Gavin Newsom, and requested the Commission's support. Supervisor Chu's legislation closes a loophole that currently allows nail salons, health clubs, and other massage establishments to bypass zoning procedures and simply obtain a new permit for massage establishments, rather than having to go through the Planning Department and its public permitting process for conditional use. Many women and girls who are trafficked into SF work at these establishments. This legislation will make it easier for the City to revoke licenses and regulate these businesses.

The second piece of the legislation, introduced by the Mayor, will make it easier to revoke licenses. It also changes the hours of operating for these establishments from midnight to 10 pm. The legislation institutes criminal penalties for operating without a permit, operating after hours, using the establishments as living quarters, and having unlicensed practitioners or underaged practitioners. The legislation will include stronger measures to ensure transparency of the establishments and monitor such things as untinted windows and proper street lighting. For new establishments that are requesting permits, they would undergo the conditional use process which requires final approval by the Planning Commission.

Commissioners expressed some concerns as there is currently only 1 inspector for the Department of Public Health working in collaboration with the Planning Department and the Police Department to catch violations. With such a small staff and so many establishments, it is difficult to check thoroughly for violations. Currently the first fine is $1000, 2nd fine is $2,500 and the 3rd fine is $5,000. Commissioners expressed their concern about the low fines and asked for clarification about how fine amounts are set. Commissioners agreed that fines should include the administrative cost of having a checks and balance system for these establishments.

**Action: To approve Supervisor Chu's legislation for new controls on massage establishments that will close a loophole that currently allows massage establishments to bypass the zoning procedures and simply obtain a new permit for massage establishments.**
**m/s/c (Keehn/Munter/Unanimous)**
No public comment.

Commissioners requested working with the Mayor's Office to include language in the legislation to ensure that the owner of the establishments are the one's being penalized, and not the worker or practitioner as many of them are victims of trafficking. The Commissioners also requested higher penalty fines for establishment owners so that the administrative costs are covered in order to provide oversight.

**Action: To approve the Mayor's legislation which institutes criminal penalties on massage parlors for operating without a permit, operating after hours, using the establishments as living quarters, and having unlicensed practitioners or underage practitioners.**
**m/s/c (Soo/Gulbengay/Unanimous)**
No public comment.

### B. Economic Opportunities for Women by City Agencies

President Shorter explained that Executive Director Ann Hinton of the Department of Aging and Adult Services was called out of town and would present before the Commission at a future meeting.

### C. Hotel Labor Issues

On behalf of UNITE HERE, Local 2, Reverend Israel Alvaran presented information on hotel workers who would like to choose whether to have a union through a card-check neutrality agreement and distributed information folders regarding a boycott of the Hyatt Fisherman's Wharf and the HEI Le Meridien Hotel which are not unionized.

Marian Wong, Vice President with UNITE HERE Local 2, has worked at the Hyatt since 1995, and has worked on a petition signed by fellow co-workers requesting the Hyatt Corporation to enter into a card check agreement with UNITE HERE Local 2. Ms. Wong requested that the Commission approve the resolution to support the workers of these 2 hotels.

Jeff Shaver, an employee with the Hyatt since 1992, explained that for over 15 years he has worked without any benefits and has had to work 6 days a week in order to have health coverage. Mr. Shaver requested the Commission support the Card Check Neutrality Agreement.

Bonnie Johnson, a staff member in the dining department and a member of the Union Organization Committee requested that the Commission support the Card Check Neutrality Agreement as requested by the workers of the 2 hotels. Ms. Johnson explained that there are new hotels under the same management that are being built and employees at those hotels will have the Card Check Neutrality Agreement. She requested that the Commission support the Card Check Neutrality Agreement so that workers will have the same rights as new workers.

Claire Bowman explained that a petition was signed by the majority of workers and requested the Commission support the Card Check Neutrality Agreement Resolution up for action.

Reverend Dawn Reginsky explained that the majority of workers who work in housekeeping are women. Reverend Reginsky requested that they Commission support the Card Check Neutrality Agreement so that workers will no longer be scared or intimidated by arbitrary layoffs. It will also allow access to health care for many families.

Dania Duke, General Manager of the Hyatt Hotel, explained that workers of the Hyatt were given the options of a secret ballot or the Card Check Neutrality system, and preferred the option of a secret ballot. Employees where invited to attend the evenings meeting to provide testimony on what they believe will be a democratic way of discussing this issue. Ms. Duke explained that workers at the hotel are receiving an above-scale wage, more than what members of the UNITE HERE Local 2 members are receiving. Ms. Duke explained that many employees want a private vote and have felt pressure from the UNITE HERE Local 2 to vote for a Card Check Neutrality Agreement. Ms. Duke requested that the Commission not approve the resolution up for action.

Eduardo Aguilar, a hotel worker for the last 19 years, requested that the Commission not vote to approve the resolution up for action this evening because, in his experience, he has been compensated well for the work he provides and does not want to become a part of a union.

Juanito, a long time employee of the Hyatt, requested that the Commission not support the resolution. Juanito does not wish to belong to a union and feels he should not be pressured to do so.

Reverend Alvaran reported that the Immigrant Rights Commission in on record supporting the boycott and requested that the Commission support a Card-Check Neutrality Agreement which has been echoed by many hotel employees.

Rick Newborn, an employee with the Hyatt since 1990, believes that he and other employees have been given fair wages and good benefits without the representation of a union and urged the Commission not to support the resolution.

Julio Gerome, an employee since 1990, requested that the Commission not support the resolution and explained that he feels that he has been treated fairly without the representation of the union.

*Action: To approve a resolution urging Hyatt Fisherman's Wharf and HEI Le Meridien Hotel to allow its workers to choose, free from delay and intimidation, whether to have a union through a card-check neutrality agreement*
**m/s/c (Marks/Gulbengay)**
**Ayes – Marks/Keehn/Shorter**
**Opposed – Munter/Gulbengay/Soo**

**Motion failed.**
No public comment.

## VI. OLD BUSINESS

### A. Nominations of Officers for 2009-2010

Commissioner Marks nominated Vice President Gulbengay for President and Commissioner Soo nominated current President Andrea Shorter for President. Vice President Gulbengay declined the nomination. Andrea Shorter accepted the nomination for President.

Commissioner Keehn nominated Commissioner Gulbengay for Vice President. Commissioner Gulbengay accepted the nomination for Vice President. The election will take place at the June 24 Commission meeting.

### B. Meeting Calendar

The Commission discussed changing the Commission's Strategic Planning Session from July to November, and other meeting dates.
**Action: Motion to approve the proposed remaining 2009 meeting schedule.**
**m/s/c (Keehn/Soo/Unanimous)**

## VIII. PUBLIC COMMENT

Commissioner Soo reported the State Legislative Analyst's Office Report on Revisions to the 2009-10 Budget dated May 21, 2009 where the State Commission on the Status of Women is up for elimination as well as well as budget cuts to CalWorks, child support services, and domestic violence services. Commission Secretary will circulate the web link to the Commissioners.

## IX. ADJOURNMENT

**Motion to adjourn.**
**m/s/c (Shorter/Gulbengay/Unanimous).**
The meeting adjourned at 7:35 pm.

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**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

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## COMMISSION MEETING AGENDA

**Wednesday, June 24, 2009**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

**Roster:**

*President Andrea Shorter*
*Commissioner Katherine Munter*
*Commissioner Dorka Keehn*
*Commissioner Carolene Marks*
*Vice President Kay Gulbengay*
*Commissioner Barbara Sklar*
*Commissioner Julie Soo*

*Total Estimated Meeting Time: 1 hr 8 minutes*

### I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *2 min.*

Remarks by President Shorter.
*Action: To approve the meeting agenda.*

### II. APPROVAL OF MINUTES — DISCUSSION/ACTION — *5 min.*

Explanatory document – Draft Minutes from May 27, 2009.
*Action: To approve draft minutes from May 27, 2009.*

### III. EXECUTIVE DIRECTOR'S REPORT — DISCUSSION — *5 min.*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

### IV. CONSENT AGENDA — DISCUSSION/ACTION — *5 min.*

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*Action: To approve the Consent Agenda.*

A. Resolution Recognizing June as Pride Month

### V. REPORTS — DISCUSSION/ACTION

| | | | |
|---|---|---|---|
| A. | **Health** | Commissioner Marks | *3 min.* |
| B. | **Justice & Courage** | Commissioner Keehn | *3 min* |
| C. | **Women's Human Rights Treaty** | Vice President Gulbengay | *3 min.* |
| D. | **Violence Against Women (VAW) Prevention and Intervention Grants Program** | Commissioner Munter | *3 min* |
| E. | **Family Violence Council** | Executive Director Murase | *3 min* |

## VI. OLD BUSINESS **DISCUSSION**

### A. Election of Officers **President Andrea Shorter**

The Commission will elected a President and Vice President for FY09-10 for a one-year term beginning July 1, 2009. President Andrea Shorter and Vice President Kay Gulbengay have been nominated for President and Vice President, respectively.

**Action: To elect Andrea Shorter as President of the Commission for FY09-10.**
**Action: To elect Kay Gulbengay as Vice President of the Commission for FY09-10.**

### B. Update on Strategic Plan **Executive Director Murase** *30 min.*

Executive Director Murase will give a mid-year report on the progress of the Strategic Plan and share the results of the *Report on the Status of Women in San Francisco, 2009.*

## VII. PUBLIC COMMENT **DISCUSSION** *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## VIII. ADJOURNMENT **ACTION** *1 min.*

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Commissioner

BARBARA SKLAR
Commissioner

JULIE SOO
Commissioner

*EMILY MURASE, PhD*
*Executive Director*

## COMMISSION MEETING MINUTES

**Wednesday, July 29, 2009**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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| **Members Present** | **Staff Present** |
|---|---|
| Vice President Kay Gulbengay | Executive Director Emily Murase, PhD |
| Commissioner Dorka Keehn | Administrative Analyst Laura Marshall |
| Vice President Carolene Marks | Grants Administrator Carol Sacco |
| Commissioner Barbara Sklar | Commission Secretary Cynthia Vasquez |
| Commissioner Julie Soo | Intern Caitlin Campbell |

Excused: President Andrea Shorter and Commissioner Katherine Munter

### I. CALL TO ORDER/ AGENDA CHANGES

**Vice President Gulbengay called the meeting to order and**
**Action: Approved agenda.**
**m/s/c (Marks/Soo/Unanimous)**
No public comment.

### II. APPROVAL OF MINUTES

Commissioner Marks and Commissioner Soo will submit written amendments for the minutes.
**Action: Approved amended minutes from June 24, 2009.**
**m/s/c (Keehn/Marks/Unanimous)**
No public comment.

### III. EXECUTIVE DIRECTOR'S REPORT

Dr. Murase referred Commissioners to her written report and reported that Governor Arnold Schwarzenegger entirely eliminated the Department of Public Health's Domestic Violence Program, $16.3 million (a 20 % cut from last year) to 94 domestic violence shelters and centers throughout California. The Department will send a letter urging that these funds be restored.

Dr. Murase announced that the Girls Social Services Directory has been printed for distribution and is also available on the Departments website at www.sfgov.org. Dr. Murase and Commission Secretary Cynthia Vasquez both attended the Friends of the Commission on the Status of Women Retreat held on July 15. The Friends continue to work on recruitment and welcome input on prospective members from the Commission.

Dr. Murase thanked interns Caitlin Campbell and Mara Lazar for their work at the Department over the summer. Dr. Murase also acknowledged Ashley Bennett an intern with California Women's Agenda, who was visiting the Department to learn about how a city office works with community-based organizations. Intern Caitlin Campbell thanked the Commission and Department for the opportunity to learn and work at the Department as it was a great opportunity to engage in policy issues that affect women.

Dr. Murase announced that the Family Violence Council report has been sent to the Mayor's Office and the Board of Supervisors. It is the first report to cover abuse over the lifespan, including; child abuse, domestic violence and elder abuse. Dr. Murase thanked Administrative Analyst Laura Marshall for her work with the Council and on the Report. Commissioner Soo requested that the next report include elder financial abuse and identity theft as there has been an increase. She added that it would also be good to include information on assisted living facility abuse and sexual assault on women.

## IV. CONSENT AGENDA

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

### A. Resolution Recognizing the Leadership of Catherine Dodd in Shape Up San Francisco

Vice President Kay Gulbengay welcomed Catherine Dodd, Deputy Chief of Staff to Mayor Newsom, to the podium by recognizing her many contributions to the community on health issues, in particular. Ms. Dodd thanked the Commission for this recognition. She reported that participants in the Shape Up program walked the globe 17 times over, and that City Hall staff are now routinely using the stairs rather than the elevator. Director Murase recognized Cynthia Vasquez as the lead Shape Up contact for 25 Van Ness who organized both a kick-off and closing reception for participants in the building.

**Action: To approve the Consent Agenda.**
**m/s/c (Gulbengay/Marks/Unanimous)**

## V. OLD BUSINESS

### A. San Francisco Arts Commission Update on Gender Analysis

Executive Director Luis Cancel, joined by Jill Manton, Director of Programs, provided an update on the implementation of the gender analysis at the Arts Commission.

Before beginning his remarks, Director Cancel highlighted one of San Francisco's newest public art installations, the Language of the Birds, by Dorka Keehn and Brian Goggin. He noted that, at a recent national conference, the installation was recognized as one of the most exciting new pieces of public art in the nation. Commissioner Keehn stated that the project was made possible through a groundbreaking public-partner partnership which she learned to navigate as part of her involvement in the Justice & Courage Domestic Violence Response Cross-Training Institute.

Director Cancel reviewed the Art Commission organization chart and walked through a gender analysis of the Commission's workforce. Of the 34 staff, 85% are women, 15% are men; 53% are white, 37% non-white. He then provided an overview of the public art contracts. Commissioner Carolene Marks asked about the data from FY08-09 when the percentage of contracts awarded to women was lower than the previous and subsequent years. In response, Director of Programs Jill Manton explained the process for awarding public art contracts. The Commission makes every effort to ensure that the selection panels reflect the diversity of San Francisco, but ultimate determinations are based on the style of art and appropriateness for the available space.

Director Cancel moved on to other programs. He reported that, of the teachers for the Writers Corp, 6 out of 7 were minority and 5 were women. In terms of the youth participants, 95% were minority, 56% were girls.

Commissioner Julie Soo asked about the number of minority contracts that were awarded to minority women. Director Cancel explained that the Commission does not have readily available data on minority women.

On work-life balance policies, Director Cancel stated that while he does not have issues with this because he staff is allowed to have flexible schedules.

Director Murase asked whether street artists who could not make it to the morning lottery for street vendor licenses were allowed to send a proxy in their place. Dr. Murase explained that as part of the gender analysis, the Art Commission a held focus group and found that women artists had childcare issues and could not attend the morning lotteries in person. Mr. Cancel stated that he did not have that information but could provide an update to the Commission. Director Cancel announced that the Commission will introduce a new on-line registration process in the next 6 months. Artist will be able to renew their licenses online.

### B. Local Business Ordinance

1. **Dr. Aileen Hernandez, State Chair Emerita of the California Women's Agenda (CAWA)**, provided a historical overview of the Local Business Enterprise Ordinance. She reminded the Commission that, in the past, there were 6 women on the Board of Supervisors. Two of these women, Supervisors Doris Ward and Willie B. Kennedy, asked the Human Rights Commission to initiate an inquiry into public contracting. The resulting report concluded that only 3% of contracts went to minority contractors.

An ordinance was drafted to establish preferences to promote women and minority contracting. However, this ordinance was struck down after voters adopted Proposition 209 which banned minority preferences in public contracting. Ms. Hernandez chairs the Coalition for Economic Equity, a consortium of community organizations concerned about diversity in public contracting. The Coalition has found that public contracting outcomes today have changed very little. She stated that the Human Rights Commission, which is responsible for overseeing diversity in public contracting, is chronically underfunded and understaffed. Ms. Hernandez urged the Commission on the Status of Women to partner with the Human Rights Commission on the public contracting issue.

Ms. Hernandez explained that a key partnership with the San Francisco Unified School District is important. Teaching the skills to complete contracts and bids is a skill that can help students be successful.

Vice President Gulbengay thanked Dr. Hernandez for her presentation and asked whether there are consequences for departments that do not gather contracting data. Dr. Hernandez stated that departments are not required to gather data, but can voluntarily ask for the data and must be urged to do so.

Commissioner Soo also thanked Dr. Hernandez and expressed her concerns about the lack of data on how many women-owned businesses there are and expanding outreach efforts. Dr. Hernandez responded by saying that outreach is a continuing problem and effective outreach is important. She wants to ensure that fiscal stimulus dollars are directed to local businesses.

Commissioner Marks asked how to address the issues raised by Dr. Hernandez. She stated that it is very important for the Commission on the Status of Women to continue to ask questions.

Commissioner Keehn raised the issue of low-bid contracting awards. The state policy of requiring awards to go to the lowest-bidders disadvantage local businesses who are unable to compete with large businesses. Dr. Hernandez stated that this issue is being addressed by requiring large projects to be divided into smaller projects, providing expanded opportunities to local businesses. Commissioner Keehn suggested working with the school district on apprenticeships trainings and programs.

2. **Human Rights Commissioner Linda Richardson, Co-Chair of the Local Business Enterprises Committee**, discussed her role as an ambassador to the community. She acknowledged the many contributions of Catherine Dodd, in particular when she served as District Chief of Staff to Congresswoman Nancy Pelosi and made room at the table for representatives from diverse communities.

Commissioner Richardson explained that the Human Rights Commission arose from a community-based imperative to fight discrimination. She emphasized the importance of the partnership with the Commission on the Status of Women. She reported that the Human Rights Commission is in the midst of a strategic planning process, but the core mission of the Commission remains the same.

One issue she has raised at the Human Rights Commission was the City's practice of delaying payment to certified vendors. After much staff work, prompt payment has become the norm. Another concern is local participation in public contracting by minority and women-owned businesses.

Last year, the Human Rights Commission held a public hearing on Native Americans, a population that is not being served. Earlier this year, the Commission partnered with the San Francisco Board of Education to convene a public hearing about the achievement gap and the high school drop-out rate.

Commissioner Richardson urged Commissioners to continue to ask departments probing questions about their contracting.

Commissioner Marks supported the idea of a joint meeting with the Human Rights Commission. Commissioner Soo emphasized the importance of disaggregated data so that numbers of minority women can be readily identified. Commissioner Richardson explained that the data that is available should be reviewed and analyzed to identify the gaps in services.

3. **Melinda Kanios of the Human Rights Commission** provided an overview of the Local Business Ordinance contracting process. She stated the mission of the Commission and explained terms used in the Local Business Enterprise Ordinance. To be eligible, businesses must show 3 years of tax returns to demonstrate that gross receipts are below established thresholds.

Ms. Kanios reviewed data for September 2006 - December 2008. Ms. Kanios explained that LBE certification affords the benefit of a 10% bid discount on public contracts. For example, on a $100,000 bid, an LBE-certified firm is eligible to deduct $10,000 and compete with a $90,000 bid. The final contract amount, however, will be for $100,000.

Vice President Kay Gulbengay asked how to get information about certified businesses. Ms. Kanios responded that a directory of certified businesses is available on the Human Rights Commission website.

Ms. Kanios explained that businesses are eligible to be certified as minority-owned (MBE) or woman-owned (WBE) if 51% of ownership is minority or female. There are a total of 1,051 local business enterprises, of which 475 (45%) are minority-owned, 280 (27%) other, and 296 (28%) woman-owned. The Human Rights Commission has partnered with the Public Utilities Commission (PUC) to establish certification for firms along the Hetch Hetchy water line, of which there are 107, 68 (64%) other, 26 (24%) minority-owned, and 13 (12%) woman-owned. Commissioner Soo suggested that staff account for time spent on certifying PUC vendors and charge the PUC accordingly.

Ms. Kanios discussed the fact that LBE prime contract awards amounts to only about half the total amount of prime awards. For example, non-LBE awards amounted to $267M where as MBE equaled $80M; OBE $46M; WBE $17M.

WBEs make up 28% of the LBE pool, but for the PUC, they make up only 12%. Of all WBEs, 48% are in professional services, 14% in architecture, 10% in construction, and 29% in general services. In terms of outreach, the Human Rights Commission offers a 2-hour certification training on a monthly basis. The training includes presentations by departments with currently available bids. The Commission also offers technical assistance to LBEs. Ms. Kanios is very interested in partnering with the Commission on the Status of Women to expand outreach to woman-owned businesses.

Commissioner Barbara Sklar asked about participation rates by certified firms. Ms. Kanios responded that this is available on the Human Rights Commission website.

Commissioner Soo asked Commissioner Richardson whether it would be possible to expand the training to include financial literacy, how to start a business, in addition to the certification process. Commissioner Richardson supported the idea and asked that the two Commissions partner on this.

Commissioner Marks asked if the Commission keeps data by minority by gender. Ms. Kanios stated that this data is collected on a voluntary basis. Commissioner Richardson urged that the City make a renewed effort to collect this data. Dr. Hernandez stated that next year's census will be very important to identify businesses. Commissioner Richardson stated that there is a new partnership with City College on the way, called the Gateway to College, to promote local economic development. Commissioner Marks stated that the issue of local business goes beyond a women's issue.

Director Murase put forward two proposals that resulted from her conversation with Regina Dick-Endrizzi, Director of the Office of Small Business: the first is to look into changing the business registration form to include the voluntary collection of demographic information; the second is to encourage City departments to purchase from local businesses.

## VI. NEW BUSINESS

### A. Background on Women and Elder Abuse

Commissioner Sklar presented an Elder Abuse Fact Sheet prepared with help from the Institute on Aging. The statistics in the report paint a troubling picture of an aging society with increasing incidence of elder abuse. Commissioner Sklar explained that she was formerly involved with the Mt. Zion Department of Aging which has evolved into the Institute on Aging. This agency provides a wide array of services, including counseling and legal assistance. The Human Service Agency Department on Aging and Adult Services offers a 24-hour crisis line. Commissioner Sklar reported that there are 50 agencies that provide senior services.

Director Murase stated that the Department has been working with Mary Twomey, former director of the Consortium on Elder Abuse at the Institute on Aging who now serves as one of the 3 co-chairs of the Family Violence Council. Director Murase stated that she met recently with the San Francisco Chapter of the Older Women's League and suggested that the Department host a Women's Policy Roundtable on the needs of senior women, including Social Security. Commissioner Sklar stated that securing Social Security benefits is a major challenge. Commissioner Soo suggested that the roundtable include attorneys who work in elder abuse and fraud as well as a representative from the California Association for Nursing Home Reform.

Kathy Black, Executive Director of La Casa de las Madres, stated that her agency has been awarded a $500,000 federal grant specifically to address domestic violence later in life. In all 500 assistant district attorneys and police officers will be trained on responding and reporting elderly abuse, specifically abused women. As part of the grant, the agency will provide services to 400 new victims over the age of 50, conduct a community needs assessment, publish a legal remedies book, and establish a coordinated community response team.

Commissioner Edna James of the Commission on Aging discussed the issues before her Commission, including the transportation needs of isolated seniors, particularly in the African American community. She will report on the issues addressed by the Commission on the Status to her own Commission and hopes for future collaborations.

### B. Community Meeting

Commissioners will discuss the date and location of a possible future community or joint Commission meeting at the August Commission meeting.

## VII. PUBLIC COMMENT

Beverly Upton, Executive Director of the Domestic Violence Consortium, thanked the Commission for its work on the City budget which protected funding for the Violence Against Women Prevention & Intervention Grants Program.

Kathy Black stated that her agency budget was impacted by the Governor's line-item veto of domestic violence shelter funding. Her agency will lose $210,000 as part of the $20 million cut to 94 domestic violence shelters. She stated that CUAV, La Casa de las Madres, and the Asian Women's Shelter will also be impacted.

## IX. ADJOURNMENT

**Motion to adjourn.**

**m/s/c (Gulbengay/Sklar/Unanimous).**

The meeting adjourned at 7:36 pm.

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City and County of San Francisco
**Commission on the Status of Women**
*Mayor Gavin Newsom*

**ANDREA SHORTER**
**President**

**KAY GULBENGAY**
**Vice President**

**DORKA KEEHN**
**Commissioner**

**CAROLENE MARKS**
**Commissioner**

**KATHERINE MUNTER**
**Commissioner**

**BARBARA SKLAR**
**Commissioner**

**JULIE SOO**
**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

# COMMISSION MEETING AGENDA

**Wednesday, August 26, 2009**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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**Roster:**

| | |
|---|---|
| *President Andrea Shorter* | *Vice President Kay Gulbengay* |
| *Commissioner Katherine Munter* | *Commissioner Barbara Sklar* |
| *Commissioner Dorka Keehn* | *Commissioner Julie Soo* |
| *Commissioner Carolene Marks* | |

*Total Estimated Meeting Time: 1 hr 53minutes*

## I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *2 min.*

Remarks by President Shorter.
*Action: To approve the meeting agenda.*

## II. APPROVAL OF MINUTES — DISCUSSION/ACTION — *5 min.*

Explanatory document – Draft Minutes from July 29, 2009.
*Action: To approve draft minutes from July 29, 2009.*

## III. EXECUTIVE DIRECTOR'S REPORT — DISCUSSION — *20 min.*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

1. Violence Against Women Prevention and Intervention (VAW) Grants Program 2008-09 Final Report

2. Department on the Status of Women Annual Report

## IV. CONSENT AGENDA — DISCUSSION/ACTION — *5 min.*

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*Action: To approve the Consent Agenda.*

A. Resolution the Accomplishments of Doreen Der-McLeod
B. Resolution Recognizing Dr. Isabel Wade for her Environmental Leadership
C. Resolution Recognizing September 11, 2009 as The National Day of Service and Remembrance
D. Resolution Recognizing Gum Moon's 25th Anniversary
E. Resolution Honoring Andrea Bible of Free Battered Women

| V. | REPORTS | DISCUSSION/ACTION | |
|---|---|---|---|
| A. | **Health** | **Commissioner Marks** | *3 min.* |
| B. | **Justice & Courage** | **Commissioner Keehn** | *3 min.* |
| C. | **Women's Human Rights Treaty** | **Vice President Gulbengay** | *3 min.* |
| D. | **Violence Against Women (VAW) Prevention and Intervention Grants Program** | **Commissioner Munter** | *3 min.* |
| E. | **Family Violence Council** | **Executive Director Murase** | *3 min.* |

## VI. OLD BUSINESS — DISCUSSION

**A. Gender Analysis of Commissions and Boards** — **Staff** — *15 min.*
Staff will provide an update on the gender analysis of Commissions in San Francisco.

## VII. NEW BUSINESS — DISCUSSION

**A. Update on Community Needs Assessment** — **Janelle White** — *10 min.*
Janelle White, Executive Director of San Francisco Women Against Rape, will provide and update on the Community Needs Assessment Report.

**B. Report on Accessible Services for Latinas** — **Juana Flores** — *25 min.*
Juana Flores, Co-Director of Programs at Mujeres Unidas Y Activas, Maria Luna a Member of Mujeres Unidas Y Activas, and Maria del Pilar Fudela will provide and overview of the report *Echo of Silence: Raising Our Voice.*

**C. Community Meeting** — **Commissioners** — *10 min.*
Commissioners will discuss the date and location of a possible future community meeting or joint Commission meeting.

## VIII. PUBLIC COMMENT — DISCUSSION — *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## IX. ADJOURNMENT — ACTION — *1 min.*

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City and County of San Francisco

# Commission on the Status of Women

*Mayor Gavin Newsom*

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## COMMISSION MEETING MINUTES

Wednesday, August 26, 2009
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

| Members Present | Staff Present |
|---|---|
| President Andrea Shorter | Executive Director Emily Murase, PhD |
| Commissioner Dorka Keehn | Administrative Analyst Laura Marshall |
| Vice President Carolene Marks | Grants Administrator Carol Sacco |
| Commissioner Barbara Sklar | Commission Secretary Cynthia Vasquez |
| Commissioner Julie Soo | |

Excused: Vice President Kay Gulbengay and Commissioner Katherine Munter

### I. CALL TO ORDER/ AGENDA CHANGES

President Shorter welcomed all present and recognized Commissioner Sklar. Commissioner Sklar announced that that she will be resigning from the Commission and will be transitioning to serve on the Arts Commission. President Shorter stated that Commissioner Sklar will be missed, but that she looks forward to her continuing service to the City on the Arts Commission. Commissioner Marks expressed her thanks to Commissioner Sklar for her work.

**Action: Approved agenda.**
**m/s/c (Shorter/Keehn/Unanimous)**
No public comment.

### II. APPROVAL OF MINUTES

**Action: Approved amended minutes from July 29, 2009.**
**m/s/c (Keehn/Sklar/Unanimous)**
No public comment.

### III. EXECUTIVE DIRECTOR'S REPORT

Dr. Murase referred Commissioners to her written report and reported that all of the contract amendments for the Violence Against Women (VAW) Grants Program have been processed by the Department and are ready for the City Attorney's signature. Dr. Murase acknowledged Grants Administrator Carol Sacco for her work in getting all contracts processed. On August 3, Ms. Sacco attended a press conference held by Senator Leland Yee and domestic violence advocates at the Family Violence Prevention Fund to oppose the Governor's elimination of the California Department of Public Health's Domestic Violence Program. Senator Yee announced legislation to help save the domestic violence programs and shelters and is currently gathering co-sponsorship on this legislation.

Dr. Murase announced that the VAW Partner Agency Meeting has been postponed to a new date in January that is to be announced. In honor of October being Domestic Violence Awareness Month, the Department will be holding the 2nd annual cell phone drive. We will work with the Department of the Environment and department Recycling Coordinators to raise awareness about the cell phone drive that benefits domestic violence survivors.

President Andrea Shorter, Deputy Chief of Staff for the Mayor Catherine Dodd, Ms. Lehman and Dr. Murase met with Tina Tchen, Executive Director of White House Council on Women and Girls, on August 7 to discuss gender analysis and other women's policy work in San Francisco.

*1. Violence Against Women Prevention and Intervention (VAW) Grants Program 2008-09 Final Report*
Dr. Murase referred the Commission to the written report which summarizes clients' demographics and services provided by the VAW Grants Program.

*2. Department on the Status of Women Annual Report*
Dr. Murase presented the findings from the Department's *Annual Report*. In the past year, the Department has accomplished the following:

- Convened a hearing on the Economic Crisis
- Advocated for the creation of women-only permanent supportive housing, and expanded services to African American homeless women by funding the Glide Foundation
- Held a gender responsive budgeting training with the Mayor's Budget Office
- Launched an audit of disaggregated data collection by City departments
- Received updates on gender analysis from 4 city Departments
- Launched the San Francisco Gender Equality Principles (GEP) Initiative
- Hosted 3 GEP Roundtables with 17 companies participating
- Applied and received funding from Symantec to develop an interactive website for the GEP
- Co-hosted the 3rd Annual Women's Policy Summit
- Co-hosted the Women in City Leadership Luncheon to honor retiring Police Chief Heather Fong
- Continued to implement the Justice and Courage Oversight Panel 2007 Safety Audit Report recommendations
- Convened the Family Violence Council on a quarterly basis
- Release the *First Comprehensive Report on Family Violence in San Francisco*
- Received the 2009 National Association of Counties Achievement Award
- Allocated $2.7 Million as a part of the Violence Against Women Grants Program.

Dr. Murase acknowledged and thanked the staff for their hard work and dedication.

Commissioner Keehn thanked the Department for the work and achievements presented by the *Annual Report*. President Shorter asked how the report would be disseminated. Dr. Murase reported that the report is available at the Departments website at www.sfgov.org/cosw and copies would be sent to the Mayor and to members of the Board of Supervisors.

## IV. CONSENT AGENDA

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**A.** Resolution Recognizing the Accomplishments of Doreen Der-McLeod
**B.** Resolution Recognizing Dr. Isabel Wade for her Environmental Leadership
**C.** Resolution Recognizing September 11, 2009 as The National Day of Service and Remembrance
**D.** Resolution Recognizing Gum Moon's 25th Anniversary
**E.** Resolution Honoring Andrea Bible of Free Battered Women

Dr. Isabel Wade thanked the Commission for the recognition.

Andrea Bible stated that it has been a privilege to work with incarcerated women survivors of domestic violence, for the past 6 years. She invited Commissioners to attend a viewing of a film on this subject at the Roxy Theater on Saturday, September 12.

Commissioner Marks suggested that resolutions be presented at community events which will give more visibility of the Commission.

Commissioner Keehn thanked Dr. Wade and Andrea Bible for their contributions.

**Action: To approve the Consent Agenda.**
**m/s/c (Marks/Keehn/Unanimous)**

## V. REPORTS

### A. Health

Commissioner Marks highlighted the most recent issue of the *New York Times Magazine* which focused on women's health and economic security globally by Nicholas D. Kristof and Sheryl WuDunn. She asked that copies of this issue be provided to Commissioners. Dr. Murase offered to scan articles and e-mail them to Commissioners. Commissioner Keehn stated that the articles in the issue are extensive and pointed out that the issue is available on-line.

Commissioner Marks reported that the Clinic by the Bay is coming along. The facility, to be located in the Excelsior, will be staffed by volunteer doctors to provide free medical services. She further reported that Jewish and Muslim Women (JAM) will be celebrating the New Year together. Commissioner Marks announced that she is working on a town hall meeting scheduled for October 2 for African American women under 40 to access breast cancer diagnoses and treatment. She is also pursuing services for pancreatic cancer. Commissioner Marks continues to serve on the advisory board for Healthy San Francisco which has recently attracted considerable national attention as part of the debate on healthcare reform. She is also active in breast cancer work at UC San Francisco as a survivor advocate.

### B. Justice & Courage

Commissioner Keehn reported that the Strategic Planning retreat will be held on October 7 at the Global Fund for Women.

### C. Women's Human Rights Treaty

Dr. Murase reported that the next Gender Equality Principles Roundtable will be held in November.

### D. Violence Against Women (VAW) Prevention and Intervention Grants Program

Dr. Murase directed Commissioners to the FY2008-2009 Final Report on the VAW Grants Program and asked that they review the results.

Commissioner Keehn requested clarification about the Partner Agencies dissatisfaction with this year's contracting process. Dr. Murase explained that the Partner Agencies sought a change to established policy so that they could receive the full grant amounts at the beginning of the fiscal year. Unfortunately, established policy could not be changed due to the Controller's audit findings that requite the Department to follow all City accounting procedures.

### E. Family Violence Council

Administrative Analyst Laura Marshall provided a summary of the last Family Violence Council meeting. The Council discussed the *First Comprehensive Report on Family Violence in San Francisco, 2009,* which is available at the Departments website. Many members wanted more information about the framing of the Report, and a follow-up meeting was held on August 13 to discuss the framework for the next report and how to move forward on the recommendations contained within the Report. The next meeting will be October 15 at 3 pm.

## VI. OLD BUSINESS

### A. Gender Analysis of Commissions and Boards

Ms. Marshall provided an overview of the gender analysis of Commissions in San Francisco. Ms. Marshall acknowledged Policy Analyst Anu Menon for her work gathering and compiling the information for the report. The 2009 gender analysis documents the number of self-identified women, minorities, and people with disabilities currently serving on the approximately 58 commissions and boards in San Francisco. The total number of commissions and boards is an approximation because, in a few cases, data sources did not verify the current existence and makeup of these bodies.

There are 36 commissions in San Francisco, with data verified for 33. Of these 33 commissions:

- 271 of a possible 277 seats are currently filled,
- 50% of appointees are female,
- 50% of appointees identified as a racial minority,
- 4% of appointees identified as having a disability, and
- 2%, or 4 appointees, identified as transgendered.

There are 22 boards in San Francisco, with data verified for 15. Of these 15 boards:

- 131 of a possible 139 seats are currently filled
- 34% of appointees are female, with 66% male,
- 31% of appointees identified as a racial minority,
- 5% of appointees identified as having a disability, and
- 0% of appointees identified as transgendered.

Of the 33 commissions analyzed in this report, 17 had at least 50% appointees of color. The percentage of female board appointments is 15% lower than the percentage of women in the population. The 2007 gender analysis revealed similar trends in the gender make-up of commissions and boards. Data on race and disability was not analyzed in 2007. While the percentage of female appointees to Commissions remains consistently near the number of women in San Francisco, in 2009, the percentage of females on boards was 15% lower than that of the females in San Francisco and 4% lower than in 2007. As the gender, race, and disability status of appointees to these entities, is challenging to access and often out of date, transparency requirements should be created so that this public information is regularly maintained by each entity and made available to comply with the Sunshine Ordinance and good government practices.

The recommendations are as follow:

- **Voluntary Data Collection -** Commissions and boards should *voluntarily* collect gender, race, and disability information of appointees for the biennial gender analysis. Systems should be put into place.
- **Vacancy Announcements -** The City must expand the transparency of seat vacancies.
- **Reflecting San Francisco's Diversity in its Appointed Bodies -** Special emphasis should be placed on appointing women, minorities, and persons with disabilities to serve on entities where they are not traditionally found.

Commissioner Soo suggested that a data template be distributed to departments to facilitate the data gathering. Dr. Murase suggested that the Commission consider adopting a resolution recommendation legislation that mandates agencies to provide this data. Commissioner Keehn stated that legislation may not be necessary given that the gender analysis report is charter-mandated. Commissioner Marks reported that, in the past, the Mayor's Office released a list of Commissions. Commissioner Marks suggested setting up a meeting with the Liaison to Boards and Commissions to request an accurate list of current Commissions and Boards.

President Shorter urged that the following be considered: 1) the difference between Commissions and Boards, 2) the size of budgets under the control of the individual Commissions and Boards, 3) improved data gathering to identify LGBTQQ. She asked that the item be further discussed in September. President Shorter also emphasized the importance of having women on Commissions/Board that may have an impact or authority to specifically provide opportunities for women and girls to advance.

Dr. Murase stated that budget information can be added to the report. Commissioner Sklar urged that this information be presented to the Commission in advance of a Commission resolution on the report's recommendations.

## VII. NEW BUSINESS

### A. Update on Community Needs Assessment

Janelle White, Executive Director, and Amal Kouttab, Director of Community Initiatives, both of San Francisco Women Against Rape, provided an update on the Community Needs Assessment Report. Ms. White explained that the report was made possible by funding from the Department and the California Department of Public Health.

The Community Initiatives Program arose out of the recognition that a single response to sexual violence was inadequate. Phase I of the project involved extensive research on the diverse communities in San Francisco and was completed in 2006. The 3 neighborhoods reporting the highest rates of violence were the 1) Inner Mission, 2) South of Market/Tenderloin, and 3) Bayview/Hunter's Point. The project identified 5 populations that experienced severe levels of interpersonal violence: 1) homeless or marginally housed (e.g., SRO residents) individuals, 2) immigrant women, 3) women in prison/formerly incarcerated, 4) young women, and 5) queer women of color.

Phase II of the project involved extensive focus groups and key informant interviews conducted in partnership with anthropology students from Mills College. There was a broad coalition of representatives from various agencies, including Mujeres Unidas y Activas, San Francisco State University, and California Coalition for Women Prisoners, who served on an advisory task force.

President Shorter and Commissioner Marks inquired about violence committed by state actors. Ms. White explained that there are documented reports of high levels of violence within the prison system.

Ms. Kouttab explained that she is finalizing the report which contains over 200 pages of findings and resources. In response to President Shorter and Commissioner Marks' question, Ms. Kouttab responded that within the men's correctional system, there is a high incidence of inmate on inmate sexual violence, whereas in the women's correctional system, the violence tended to be perpetrated by correctional officers on women inmates. In particular, transgender women placed in men's prisons experienced very high levels of violence.

Ms. Kouttab further highlighted the pervasiveness of violence that youth experience, particularly cyber-violence. She explained that there is extensive cyber bullying that has resulted in lethal consequences, including suicide. She concluded that one of the highpoints of the research was community resilience and the strengths that existed within the community.

Commissioner Marks asked how the Commission could act on the report's recommendations. Ms. White emphasized that the Commission's continued funding of prevention education efforts is very important.

Commissioner Keehn asked what findings were most surprising. Ms. Kouttab stated that most of the findings were familiar to staff who worked on these issues on a daily basis. However, the project's framework of intersectionality forced renewed recognition of overlapping issues and solutions. Ms. White highlighted a specific problem related to the fact that SRO's do not routinely re-key rooms when residents change. She stated that this creates huge safety risks. Ms. Kouttab also stated that a major recommendation that arose out of the focus groups was the need for an emergency shelter dedicated to LGBTQQ individuals.

### B. Report on Accessible Services for Latinas

Juana Flores, Co-Director of Programs, Maria Luna, and Maria del Pilar Fudela of Mujeres Unidas y Activas provided an overview of the report *Echo of Silence: Raising Our Voice.* Commissioner Keehn explained that Ms. Flores had previously served on the Justice & Courage Oversight Panel. Ms. Flores thanked the Commission for the opportunity to present the results of the report. She defined violence very broadly to include domestic violence, economic violence, and community violence. She identified women and children as the groups most affected by violence. One of the objectives of the report was to understand why women were not accessing services when experiencing domestic violence. Immigrant Latina women faced numerous obstacles in accessing these services. Ms. Luna, a domestic violence survivor, has been with the agency since 1994. She explained that the report was very important to the community and included direct testimony from survivors.

The report includes statistics about the incidence of violence, available services, and recommendations. The agency surveyed 148 women. Of these, 4 out of 5 women experienced domestic violence, and 69% never accessed shelter services. Barriers included lack of outside employment, lack of alternative housing, and lack of knowledge about available services. Immigrant Latina women preferred options that did not require family separation and did not involve criminal justice agencies, primarily out of concern for their immigration status. The majority of women preferred support groups and therapy. Legal services were not accessed very often.

The agency issued 6 recommendations: 1) strengthen networks of community support, 2) recruit trained monolingual women for domestic violence service provision, 3) create and deepen collaborations with domestic violence shelters and other service organizations, 4) improve professional services, 5) respect and support different processes of healing, and 6) prioritize funding for community-based organizations and services. Ms. Luna concluded by stating that Department funding has expanded the capacity of the agency to train more individuals.

Commissioner Sklar congratulated the agency for the excellent report. She stated that this report and other presentations have made clear to her that there needs to be a focus on educating men and boys about non-violence. Commissioner Keehn explained that the Family Violence Prevention Fund has conducted a national ad campaign focused on prevention education among boys. Ms. Flores reported that her agency is working with batterer intervention programs such as POCOVI to address this issue, which is also part of the agency's strategic planning. Commissioner Marks stated that the New York Times Magazine article mentioned that when a woman begins to earn an income, domestic violence tends to decrease. She also congratulated Ms. Flores. Ms. Luna elaborated that the agency does conduct programs directed to the boys and men in the family.

Commissioners Marks and Sklar departed at 7:15 pm.

Commissioner Keehn asked how the Commission can support the report's findings. Ms. Flores stated the Commission must continue to support community collaboration among the domestic violence service providers. Her agency has recently engaged in a dialogue with the Asian Women's Shelter to expand collaboration. There are 40 Latina women who have been trained to address domestic violence.

Commissioner Soo emphasized that domestic violence transcends economic class and even high-income women are affected by this problem.

### C. Community Meeting

Dr. Murase explained that given reduced staffing and budget constraints, a meeting in the community (which would require translation resources) is not feasible.

Commissioner Soo suggested a joint meeting with the Immigrant Rights Commission to discuss outreach efforts on the upcoming census. President Shorter reported that she is the co-chair of the Census Committee and will be looking at this issue at a meeting this week. Commissioner Soo suggested a November timeframe for a meeting, possibly at the State Building, to include the state representative for the Complete Count effort of the census and members of the Immigrant Rights Commission.

## VII. PUBLIC COMMENT

Commissioner Etta James of the Commission on Aging and Adult Service expressed concern over African American health issues, including hypertension, and older women living alone who are subject to elder abuse. In terms of the gender analysis of Commission, she reported that she has encouraged a female colleague on her Commission to serve on the Commission's budget committee. She also urged Commissioners to convene an open meeting on Commission appointments.

Commissioner Soo directed Commissioner James to resources available on the Department website.

Emberly Cross of the Cooperative Restraining Order Clinic reported that, as part of the effort to pass Senate Bill 662 to restore funding to domestic violence shelters, community advocates are seeking alternative funding sources, Republican support, and a commitment from Speaker Karen Bass to assign the legislation to committee.

Commissioner Soo reported on the conference call to address healthcare reform convened by Tina Tchen, Executive Director of the White House Council on Women and Girls, and Katherine Sibelius, Secretary of Health and Human Services. She explained hat women typically spend 10% of their income on healthcare, so reform efforts will have a huge impact.

On Thursday, October 8, Rally Family Visitation Center is hosting a fundraising event to honor Tom Hennessey and Dr. Patricia Van Horn.

## IX. ADJOURNMENT

President Shorter asked that the meeting be adjourned in memory of Eunice Kennedy Shriver and Senator Ted Kennedy, both of whom contributed greatly to the country, and passed away this month.
**Motion to adjourn.**
**m/s/c (Shorter/Soo/Unanimous).**
The meeting adjourned at 7:35 pm.

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City and County of San Francisco

# Commission on the Status of Women

*Mayor Gavin Newsom*

**ANDREA SHORTER**
**President**

**KAY GULBENGAY**
**Vice President**

**DORKA KEEHN**
**Commissioner**

**CAROLENE MARKS**
**Commissioner**

**KATHERINE MUNTER**
**Commissioner**

**JULIE SOO**
**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

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## COMMISSION MEETING AGENDA

**Wednesday, September 23, 2009**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

**Roster:**

*President Andrea Shorter*
*Commissioner Katherine Munter*
*Commissioner Carolene Marks*
*Vice President Kay Gulbengay*
*Commissioner Dorka Keehn*
*Commissioner Julie Soo*

*Total Estimated Meeting Time: 1 hr 53 minutes*

**I. CALL TO ORDER/ AGENDA CHANGES** — **DISCUSSION/ACTION** — *2 min.*

Remarks by President Shorter.

***Action: To approve the meeting agenda.***

**II. APPROVAL OF MINUTES** — **DISCUSSION/ACTION** — *5 min.*

Explanatory document – Draft Minutes from August 26, 2009.

***Action: To approve draft minutes from August 26, 2009.***

**III. EXECUTIVE DIRECTOR'S REPORT** — **DISCUSSION** — *5 min.*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

**IV. CONSENT AGENDA** — **DISCUSSION/ACTION** — *5 min.*

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

***Action: To approve the Consent Agenda.***

A. Resolution Honoring Naomi Tucker of Shalom Bayit for 25 Years of Service
B. Resolution Recognizing the 30th Anniversary of the Women's Building
C. Resolution Recognizing Tina Gilbert on the Occasion of Domestic Violence Awareness Month
D. Resolution Recognizing October 1 as the International Day for the Elderly

**V. OLD BUSINESS** — ACTION

**A. Revised Gender Analysis of San Francisco Commissions and Boards** — *15 min.*

*Action:* **Approve a Resolution Urging the Mayor and Board of Supervisors to Ensure Appointed Bodies Represent San Francisco's Diverse Population**

## VI. NEW BUSINESS **ACTION**

**A. Report on Health Care Reform Updates**

1. **Senator Dianne Feinstein** ***(Invited)*** *15 min.*
2. **Senator Barbara Boxer** ***(Invited)*** *15 min.*
3. **Speaker of the House Nancy Pelosi** ***(Invited)*** *15 min.*
4. **Congresswoman Jackie Speier** ***(Invited)*** *15 min.*

**B. Healthy San Francisco Update** **Tangerine Brigham** *15 min.*

Commissioners will consider a resolution stating its position on healthcare reform.
*Action:* **Resolution on Healthcare Reform**

## VII. PUBLIC COMMENT **DISCUSSION** *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## VIII. ADJOURNMENT **ACTION** *1 min.*

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# COMMISSION MEETING MINUTES

**Wednesday, September 23, 2009**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

| **Members Present** | **Staff Present** |
|---|---|
| President Andrea Shorter | Executive Director Emily Murase, PhD |
| Vice President Kay Gulbengay | Administrative Analyst Laura Marshall |
| Commissioner Carolene Marks | Commission Secretary Cynthia Vasquez |
| Commissioner Katherine Munter | |
| Commissioner Julie Soo | |

Excused: Commissioner Dorka Keehn

## I. CALL TO ORDER/ AGENDA CHANGES

Vice President Kay Gulbengay called the meeting to order at 5 pm. She asked that the agenda be rearranged to move up the presentation from Madame Speaker Nancy Pelosi and Tangerine Brigham.

**Action: Approved amended agenda.**
**m/s/c (Munter/Soo/Unanimous)**
No public comment.

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## II. APPROVAL OF MINUTES

**Action: Approved amended minutes from August 26, 2009.**
**m/s/c (Soo/Marks/Unanimous)**
No public comment.

## III. EXECUTIVE DIRECTOR'S REPORT

### A. Executive Director's Report

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

Dr. Murase directed Commissioners to the written Executive Director's Report. She reported on her presentation at the United Nations training center in Atlanta on gender violence. The presentation highlighted the Justice & Courage Project and the exceptional collaboration with community-based agencies to make real progress on the criminal justice response to domestic violence.

She also reported that October 1 marks the beginning of the Combined Charities Campaign to raise money for non-profit organizations working in our communities. The goal this year is to see an increase in employee participation from all departments. Dr. Murase encouraged Commissioners to participate in this important effort and contribute.

Dr. Murase was invited to speak at a US Department of Labor Forum entitled "A Proactive Equal Employment Opportunity Compliance Forum under the ARRA Act 2009," held on September 15. The goal of the forum was to increase awareness of equal employment opportunity obligations and to increase the hiring of qualified disabled, veterans, women, and minorities.

The Department is coordinating the Second Annual Cell Phone Drive for city departments and employees during the month of October to highlight Domestic Violence Awareness Month, in partnership with the Department of the Environment.

Dr. Murase announced that the Women's Policy Summit will take place Monday, October 26, 2009, 12:00 pm – 6:00 pm, with a networking cocktail reception from 6-8 pm. The Summit will be at the Merchants Exchange Building at 465 California Street and she encouraged Commissioners to attend.

## IV. CONSENT AGENDA

***All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.***

A. Resolution Honoring Naomi Tucker of Shalom Bayit for 25 Years of Service
B. Resolution Recognizing the 30th Anniversary of the Women's Building
C. Resolution Recognizing Tina Gilbert on the Occasion of Domestic Violence Awareness Month
D. Resolution Recognizing October 1 as the International Day for the Elderly

Commissioner Marks requested that resolutions be kept to one page as best as possible.

Allyson Washburn, President of the Older Women's League, San Francisco Chapter, explained that her organization provides a voice for older women and women in mid-life (50 and older). OWL is currently focused on single-payer healthcare and housing options. She thanked the Commission for the recognition.

Naomi Tucker, Executive Director of Shalom Bayit, expressed her appreciation for the resolution. Dr. Murase explained that Naomi Tucker has been instrumental in the work of Shalom Bayit, which pioneered domestic violence services for Jewish women.

Karen Buchanan of the Women's Building thanked the Commission for the honor, and invited Commissioners to the September 24 anniversary celebration at the Women's Building (2-4 pm).

Tina Gilbert, Division Director for Domestic Violence of the Adult Probation Department, accepted the resolution on behalf of her team and acknowledged the leadership of the Adult Probation Department.

Beverly Upton, Executive Director of the Domestic Violence Consortium, expressed her gratitude to the honorees for the work and leadership that they have provided the City.

**Action: Approved the consent agenda.**
**m/s/c (Marks/Munter/Unanimous)**

## VI. NEW BUSINESS - Part 1

### A. Report on Health Care Reform Updates

### 1. Speaker of the House Nancy Pelosi

On behalf of Speaker Nancy Pelosi, Ms. Stina Skewes-Cox, Special Assistant for Outreach, thanked the Commission for this opportunity. She read a statement by Speaker Pelosi. The Speaker thanked the Department and Commission for working the advancement of women and girls throughout San Francisco. Assuring the affordability of health care for all Americans and requiring accountability for insurance companies are two of the central principles in the proposed America's Affordable Health Choices Act in Congress. Additional provisions are as follows:

- No more co-pays or deductibles for prevention care.
- No more rate increases for pre-existing conditions, gender, or occupation.
- An annual cap on out-of-pocket expenses.
- Guaranteed, affordable oral, hearing and vision care for kids.
- You can keep your doctor, and your current plan, if you like them.
- More choice, with a high quality public health insurance option competing with private insurers.
- Patience and their doctors make health care decision- not insurance companies.
- Mental health care must be covered.
- No more coverage denial for pre-existing conditions.
- No more lifetime limits on how much insurance companies will pay.
- No reason to ever make a job or life decision again based on health care coverage.

Commissioner Marks inquired whether a new agency would be charged with administering the new healthcare plan. Ms. Skewes-Cox stated that her colleague Mark Herbert is the primary contact on this issue.

Commissioner Soo expressed concern about a provision in the House bill that would require a 5-year waiting period for legal immigrants to be eligible for health care coverage. The Asian Pacific American Health Forum is organizing around this issue. Commissioner Soo asked that the issue be flagged to the Speaker. Ms. Skewes-Cox thanked Commissioner Soo for the information.

President Shorter thanked Ms. Skewes-Cox for her participation today. Commissioner Soo stated that a public option is essential, not only for low-income families, but for all families. Commissioner Gulbengay expressed her full confidence in the Speaker. Commissioner Shorter stated that health care reform is very much a women's issue as First Lady Michelle Obama has explained in a recent public address.

### B. Healthy San Francisco Update

Ms. Brigham explained that Healthy San Francisco is health care access and not insurance. The program provides comprehensive health care services and is available regardless of pre-existing conditions. Currently, San Francisco has about 60,000 uninsured adults. About 47,000 are currently enrolled in Healthy San Francisco. Of these, 70% are at 100% of the federal poverty level of $11,000/year.

Begun 2 years ago, Healthy San Francisco has created healthcare access choice among non-profit clinics and hospitals, as well as for-profit hospitals. As a result of the program, hospitals have reported a significant decrease in Emergency Department visits for primary care. The Kaiser Family Foundation study found that 95% of respondents were satisfied with the program, 86% reported having a usual source of care, over 80% were satisfied with the ease of enrollment, and 40%+ indicated an improvement in overall health.

For FY08-09, Ms. Brigham reported that the program costs were $298 per participant per month, less than going out to purchase insurance individually (between $388 - $600+). Healthy San Francisco is funded by city funds, federal funds, participants, and employers.

Ms. Brigham highlighted generalizable features of the program, including enrolling members regardless of preexisting conditions, affordability, promoting wellness care, and having a medical home for everyone.

Commissioner Munter asked how Healthy San Francisco compares to what is available at other counties. Ms. Brigham explained that all 58 counties in California are responsible for indigent care. Some counties provide only emergency services. Others do not provide direct services and instead contracts out to healthcare providers. Nassau County of New York is looking closely at the Healthy San Francisco model.

Commissioner Soo pointed out the inadequacy of the federal poverty level. The current level of $11,000 is abysmal for this high cost region. She also highlighted the need to spread the responsibility for charity care across all of the hospitals throughout the City. Ms. Brigham stated that not only does the responsibility for charity care need to be shared among a greater number of hospitals, there should be greater shared responsibility around in-patient services.

## VI. NEW BUSINESS - Part 2

### B. Report on Health Care Reform Updates

### 1. Congresswoman Jackie Speier

On behalf of Congresswoman Jackie Speier, Field Representative Katie Ferrick thanked the Commission for the invitation to engage on this issue. Ms. Ferrick distributed a briefing paper on how health reform will better meet women's health care needs. The current House bill will eliminate discriminatory pricing and include maternity services as essential benefits. Ms. Ferrick highlighted analysis by the National Women's Law Center that has found that 7 out of 10 women are uninsured or underinsured. Ms. Ferrick reported women use the health care system more often and that 62% of bankrupt cases are filed are due to medical reasons. When the unemployment rate rises by 1% there are 2.4 million people who lose health care coverage.

Commissioner Soo stated that it was Congressman Deal who inserted the provision that mandates a 5-year waiting period for legal immigrants. She reiterated President Shorter's point that health care is a women's issue, as women make health care decisions and make personal sacrifices to provide care for other family members.

Commissioner Munter asked about the state of the debate in Washington. Ms. Ferrick stated that there has not been enough substantive debate about health care.

Commissioner Marks thanked Ms. Ferrick for her presentation. Commissioner Soo asked what the next legislative steps were. Ms. Ferrick explained that this is yet unclear.

### 2. Commission Resolution on Health Care Reform

Commissioners requested a number of minor edits.

Commissioner Marks suggested having other groups join in supporting the resolution. Commissioner Soo explained that the Commission should take set an example and a copy of the resolution should be sent to the Congressional delegates.

Commissioners will consider a resolution stating its position on healthcare reform.

**Action: Approve the amended resolution on Healthcare Reform**
**m/s/c (Marks/Soo/Unanimous)**

Commissioner Soo recommended that the resolution be sent to the Congressional delegation.

## V. OLD BUSINESS

### A. Revised Gender Analysis of San Francisco Commissions and Boards

The Commissioners were presented with a revised report on the gender analysis with updated charts that compare the 2009 findings to the 2008 report.

Dr. Murase suggested setting up a meeting with the Mayor's Office to ensure that appointments represent the various communities in San Francisco.

Amendments were made to the resolution. Commissioner Gulbengay, retired Clerk of the Board of Supervisors, recused herself from this issue.

**Action: Approved an amended resolution urging the Mayor and Board of Supervisors to ensure appointed bodies represent San Francisco's diverse population.**
**m/s/c (Marks/Munter/Passed/Gulbengay recused)**

## VII. PUBLIC COMMENT

Commissioner Marks requested that equal pay be on the agenda at the November 20 Commission Retreat. Commissioner Soo supported this suggestion. In addition, she requested clarification on the roles and duties of Commissioners.

Commissioner Munter asked if other Commissioners will be planning to attend the October 26 Women's Policy Summit
Commissioners Marks, Munter, Gulbengay, and Shorter plan to attend.

## IX. ADJOURNMENT

**Motion to adjourn.**
**m/s/c (Shorter/Munter/Unanimous).**
The meeting adjourned at 7 pm.

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City and County of San Francisco

# Commission on the Status of Women

*Mayor Gavin Newsom*

**ANDREA SHORTER**
**President**

**KAY GULBENGAY**
**Vice President**

**DORKA KEEHN**
**Commissioner**

**CAROLENE MARKS**
**Commissioner**

**KATHERINE MUNTER**
**Commissioner**

**JULIE SOO**
**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

## COMMISSION MEETING AGENDA

Wednesday, October 28, 2009
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

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**Roster:**

*President Andrea Shorter*
*Commissioner Katherine Munter*
*Commissioner Carolene Marks*
*Vice President Kay Gulbengay*
*Commissioner Dorka Keehn*
*Commissioner Julie Soo*

*Total Estimated Meeting Time: 1 hr 30 minutes*

### I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *2 min.*

Remarks by President Shorter.
*Action: To approve the meeting agenda.*

### II. APPROVAL OF MINUTES — DISCUSSION/ACTION — *5 min.*

Explanatory document – Draft Minutes from September 23, 2009.
*Action: To approve draft minutes from September 23, 2009.*

### III. EXECUTIVE DIRECTOR'S REPORT — DISCUSSION — *20 min.*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

### IV. CONSENT AGENDA — DISCUSSION/ACTION — *5 min.*

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

*Action: To approve the Consent Agenda.*

A. Resolution Recognizing the Immigrant Rights Commission Fall Symposium
B. Resolution Recognizing November 25th as the International Day to End Violence
C. Resolution Marking the 30th Anniversary of the Women's Foundation
D. Resolution Recognizing Mai-Mai Ho of APA Family Support Services Upon Her Retirement
E. Resolution Recognizing the Filipina Women's Network

**V. REPORTS** **DISCUSSION/ACTION**

| | | | |
|---|---|---|---|
| **A.** | **Health** | **Commissioner Marks** | *3 min.* |
| **B.** | **Justice & Courage** | **Commissioner Keehn** | *3 min.* |
| **C.** | **Women's Human Rights Treaty** | **Vice President Gulbengay** | *3 min.* |
| **D.** | **Violence Against Women (VAW) Prevention and Intervention Grants Program** | **Commissioner Munter** | *3 min.* |
| **E.** | **Family Violence Council** | **Executive Director Murase** | *3 min.* |

**VI. OLD BUSINESS** **DISCUSSION**

**A. Violence Against Women (VAW) Partner Agency Profile**

**1. Babae Domestic Violence Program for Filipina Women** *15 min.*
Elaine Villasper with the Babae will provide and overview of the Healthy Relationships Program.

**2. APA Family Support Services** *15 min.*
Mai-Mai Quon Ho, Executive Director of APA Family Support Services will provide an overview of programs.

**VII. NEW BUSINESS** **DISCUSSION**

**A. COSW Strategic Planning Retreat Agenda** *10 min.*
The Commission will review the retreat agenda.

**VIII. PUBLIC COMMENT** **DISCUSSION** *5 min.*
This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

**IX. ADJOURNMENT** **ACTION** *1 min.*
**The Commission will adjourn the meeting in memory of Lili Smith.**

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KATHERINE MUNTER
Commissioner

JULIE SOO
Commissioner

*EMILY MURASE, PhD*
*Executive Director*

# COMMISSION MEETING MINUTES

Wednesday, December 16, 2009
5:00 PM
25 Van Ness Avenue
8th Floor, Human Rights Commission Conference Room
San Francisco, CA 94102

| Members Present | Staff Present |
|---|---|
| President Andrea Shorter | Executive Director Emily Murase, PhD |
| Vice President Kay Gulbengay | Administrative Analyst Laura Marshall |
| Commissioner Carolene Marks | Policy Analyst Anu Menon |
| Commissioner Katherine Munter | Grants Administrator Carol Sacco |
| Commissioner Julie Soo | Commission Secretary Cynthia Vasquez |

Excused: Commissioner Carolene Marks

## I. CALL TO ORDER/ AGENDA CHANGES

President Shorter called the meeting to order at 5:05 pm. She thanked the Human Rights Commission for use of its conference room for the meeting. She also provided a summary of the very successful Women's Policy Summit. A final report, coordinated by the San Francisco Women's Political Committee, is still in the works.
**Action: Approved amended agenda.**
**m/s/c (Soo/Keehn/Unanimous)**
No public comment.

## II. APPROVAL OF MINUTES

President Shorter asked Commissioners to review the minutes of the Strategic Planning Retreat held on November 20, 2009.
**Action: Approved amended minutes from November 20, 2009.**
**m/s/c (Shorter/Soo/Unanimous)**
No public comment.

## III. EXECUTIVE DIRECTOR'S REPORT

### A. Executive Director's Report

Dr. Murase directed Commissioners to her written report. She highlighted the following events:

| | |
|---|---|
| Jan 11, 2010 | Press conference with Mayor Gavin Newsom and District Attorney Kamala Harris, Supervisor Carmen Chu, and the SF Collaborative on Human Trafficking, 10 am, North Light Court. |
| Jan 12, 2010 | Annual Partner Agency Meeting featuring a major donor fundraising workshop. Dr. Murase clarified that the presenter Bob Zimmerman can refer Partner Agencies to colleagues in the fundraising field, but is not permitted to conduct fundraising work for Partner Agencies. |

Dr. Murase reported that on December 7 the Land Use and Economic Development Committee of the Board of Supervisors held a hearing entitled "*The Current Economic Crisis: Impact and Recommendations for San*

*Francisco's Women and Girls*." The Commission and Department on the Status of Women partnered with the Board on this important hearing and thanked Commissioner Gulbengay for helping set up the hearing. President Shorter requested comprehensive data collection measures and oversight of outreach measures to ensure they are reaching women. A promising outcome from the hearing was the stated support of all of the Supervisors to continue addressing this issue through future hearings or Board meetings.

Dr. Murase reported that she would be submitting a proposal to the Mayor regarding the required mid-year cuts, and has prioritized protection of both the VAW Grants Program current year funding levels and current department staffing levels.

Dr. Murase announced that Senior Policy Analyst Ann Lehman and Policy Analyst Anu Menon have been nominated for the Municipal Fiscal Advisory Committee Managerial Excellence Award, the only city-wide recognition program for City employees. An awards reception held in City Hall is planned for February 22.

Dr. Murase reported that she spent the morning at San Francisco State University meeting with a cohort of professors focused on women's policy issues. They are interested in engaging in the monitoring of fiscal stimulus dollars. Commissioner Soo suggested meeting with other departments to collaborate with the information that is being requested from recipients of stimulus funds to accurately see where the funds are allocated.

A draft of the gender budgeting report has been submitted and is awaiting feedback from the Mayor's Budget Office.

Public Comment
Beverly Upton, Domestic Violence Consortium, expressed appreciation for the Department's efforts to protect direct services to women survivors of violence.

Emberly Cross, Cooperative Restraining Order Clinic, stated that she looks forward to working together with the Commission on addressing the budget issue.

## IV. CONSENT AGENDA

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A. Resolution Recognizing the San Francisco Collaborative Against Human Trafficking on the Occasion of International Human Trafficking Awareness Day
B. Accept the $15,000 Award from the Friends of the Commission on the Status of Women to support the Commissions work for the 2010 Calendar Year.

**Action: Approved the consent agenda.**
**m/s/c (Keehn/Gulbengay/Unanimous)**

## V. OLD BUSINESS

### A. Strategic Plan

President Shorter asked Commissioners to adopt the Strategic Plan for FY2010-2012
*Action: To approve the Strategic Plan for FY2010-2012.*
**m/s/c (Shorter/Gulbengay/Unanimous)**

### B. 2010 COSW Meeting Schedule

President Shorter asked Commissioners to adopt the 2010 COSW meeting schedule.
*Action: To approve 2010 COSW Meeting Schedule*
**m/s/c (Gulbengay/Keehn/Unanimous)**

## VI. PUBLIC COMMENT

Joni Eisen, volunteer with the Fair Elections Campaign, introduced the issue of full public financing of electoral campaigns. She stated that the current campaign finance system requires candidates and elected officials to spend too much time fundraising, rather than developing sound public policies. Fair/clean election measures have been adopted in Arizona, Maine, and Connecticut with great success. Commissioners asked about the funding source for public financing of election campaigns. Ms. Eisen stated that funding would come from increasing the fees registered lobbyists pay (currently $12.50, scheduled to be raised to $350). Candidates must collect $5 from a certain number of supporters (for example, 7500) to qualify for public financing. Commissioner Keehn stated that Emerge America decided to open offices in Maine and Arizona because of public financing of election campaigns.

Beverly Upton, Domestic Violence Consortium, introduced Maria Chavez, the newly appointed Director and Assistant Director Becki Hively of the Riley Center.

Commissioner Soo reported that Dr. Murase was honored, together with Chair of the Board of Equalization Betty Yee and Lateefah Simon, Executive Director of the Lawyer's Committee on Civil Rights by the Democratic Women's Forum. Commissioner Soo also attended the Women's Initiative graduation and was a keynote speaker. The program has now graduated over 22,000 women entrepreneurs.

Commissioner Keehn reported that she received a communication from Ms. Sharen Hewitt regarding the Adopt an Angel program that provides support for women heads of households and encouraged everyone to participate.

## VII. CLOSED SESSION

1. Public comment on all matters pertaining to the Closed Session.
   *None*

2. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b):

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director, Emily Murase.

3. Open Session

*Action: Motion not to publicly disclose any or all of the information discussed in the closed session under San Francisco Administrative Code Section 67.12(a).*
**m/s/c (Shorter/Keehn/Unanimous)**

**VIII. Motion to adjourn.**
**m/s/c (Shorter/Keehn/Unanimous).**
The meeting adjourned at 7:15 pm.

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**JULIE SOO**
Commissioner

***EMILY MURASE, PhD***
*Executive Director*

## COMMISSION MEETING AGENDA

**Wednesday, January 27, 2010**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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**Roster:**

| | |
|---|---|
| *President Andrea Shorter* | *Vice President Kay Gulbengay* |
| *Commissioner Katherine Munter* | *Commissioner Dorka Keehn* |
| *Commissioner Carolene Marks* | *Commissioner Julie Soo* |

*Total Estimated Meeting Time: 1 hr 53 mins*

### I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *2 min.*

Remarks by President Shorter.

***Action: To approve the meeting agenda.***

### II. APPROVAL OF MINUTES — DISCUSSION/ACTION — *5 min.*

Explanatory document – Draft Minutes from December 16, 2009.

***Action: To approve draft minutes from December 16, 2009.***

### III. EXECUTIVE DIRECTOR'S REPORT — DISCUSSION — *15 min.*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

### IV. CONSENT AGENDA — DISCUSSION/ACTION — *5 min.*

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*Action: To approve the Consent Agenda.*

A. Resolution Recognizing Sandy Mori
B. Resolution Supporting Public Financing of Campaigns
C. Resolution Recognizing the Importance of the SF General Hospital Trauma Recovery Center to the Health and Safety of Women
D. Resolution Recognizing the 5th Anniversary of the Filipino Community Center

### V. NEW BUSINESS — DISCUSSION

**A. United Nation Global Compact Center** — *20 min.*

Presentation by Kelly Pretzer, Office of Economic and Workforce Development, on a new project planned for the Hunter's Point Shipyard. The Commission will explore ways to highlight the San Francisco Gender Quality Principles which is also connected to the UN Global Compact.

### B. FY10-11 Proposed Budget ACTION *60 min.*

Commissioners will review the proposed budget for FY10-11. Due to an anticipated budget deficit of $522.2 million, significant reductions will have to be considered in order to meet budget targets.

**Action: To adopt allocations for the FY10-11 Violence Against Women Grants Program.**

**Action: To adopt the budget for FY10-11.**

### VI. PUBLIC COMMENT DISCUSSION *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

### VII. ADJOURNMENT ACTION *1 min.*

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# COMMISSION MEETING MINUTES

**Wednesday, January 27, 2010**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

| Members Present | Staff Present |
|---|---|
| President Andrea Shorter | Executive Director Emily Murase, PhD |
| Vice President Kay Gulbengay | Policy Director Ann Lehman |
| Commissioner Carolene Marks | Administrative Analyst Laura Marshall |
| Commissioner Katherine Munter | Policy Analyst Anu Menon |
| Commissioner Julie Soo | Grants Administrator Carol Sacco |
| | Commission Secretary Cynthia Vasquez |

Excused: Commissioner Carolene Marks

## I. CALL TO ORDER/ AGENDA CHANGES

President Shorter called the meeting to order at 5:10 pm and asked that the agenda to be amended to have the Executive Directors Report at the end of the agenda.

**Action: Approved amended agenda.**
**m/s/c (Keehn/Gulbengay/Unanimous)**
No public comment.

## II. APPROVAL OF MINUTES

President Shorter asked Commissioners to review the minutes from December 16, 2009.

**Action: Approved amended minutes from December 16, 2009.**
**m/s/c (Keehn/Munter/Unanimous)**
No public comment.

## III. CONSENT AGENDA

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

A. Resolution Recognizing Sandy Mori
B. Resolution Supporting Public Financing of Campaigns
C. Resolution Recognizing the Importance of the SF General Hospital Trauma Recovery Center to the Health and Safety of Women
D. Resolution Recognizing the 5th Anniversary of the Filipino Community Center

**Action: To sever Item B from the Consent Agenda.**
**m/s/c (Gulbengay/Munter/Unanimous)**

Item B was discussed at the December Commission meeting. Commissioners requested new language to the item B resolution to reflect neutral language not specifying a political party.

**Action: To approve the Consent Agenda.**
**m/s/c (Keehn/Gulbengay/Unanimous)**

Caryl Ito, former President of the Commission on the Status of Women, accepted the recognition on behalf of Sandy Mori who served as a Commissioner on this Commission under Mayor George Moscone. She urged the Commission to continue its important work, despite difficult budget times. She recounted prior budgetary challenges that the Commission weathered under her tenure.

Dr. Alicia Boccellari, Director of the Trauma Recovery Center, thanked the Commission for the recognition. She stated that, while the proposed mid-year cuts to the Center were reversed, she expects that additional cuts will be proposed later in the fiscal year. She urged continued support for the cost-effective, life-saving program.

## IV. NEW BUSINESS

### A. United Nation Global Compact Center

Kelly Pretzer, Office of Economic and Workforce Development, gave a slide presentation on a new project planned for the Hunter's Point Shipyard, the "United Nations Global Compact Sustainability Center." The Center is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with 10 universally accepted principles in the areas of human rights, labor, environment and anti-corruption. The Center would likely include a clean tech business incubator, offices of the UN Global Compact, and a retreat/conference center to facilitate the exchange of sustainability best practices and other innovations related to combating global warming. The Commission will explore ways to highlight the San Francisco Gender Quality Principles which is also connected to the UN Global Compact.

Dr. Murase explained the connection between the project and the Department's Gender Equality Principles (GEP) Initiative, which was created in partnership with Calvert Asset Management, and Verité.

Commissioner Keehn stated that she is working on a book highlighting women leaders in the environmental arena and has found a surprising dearth of women recognized in the field.

Commissioner Soo urged that social and environmental justice also be incorporated into the project since it is people of color who are more likely to live in toxic areas. She explained that the Golden Gate University School of Law has a robust Law and Social Justice Center.

Dr. Murase asked whether the Center's Advisory Board has been convened as she urged that women leaders be included. Ms. Pretzer stated that they are still in the early planning process and the Advisory Board has not yet been appointed. She stated that she will seek the input and collaboration from local community organizations.

**Public Comment**

Nova Sayers, board member of the Women's Intercultural Network, stated that she is very interested in participating in the UN Global Compact Sustainability Center. She pointed out that considerable data shows that involving women in projects of this nature reaps tangible benefits to families in the local community.

### B. FY10-11 Proposed Budget

Dr. Murase reviewed the proposed budget for FY10-11. The City is anticipating a budget deficit of $522.2 million, Dr. Murase stated that significant reductions will have to be considered in order to meet budget targets.

On January 7, the Department held a meeting with Partner Agencies to discuss the various scenarios for implementing the required cuts requested by the Mayor's Office. From the Department's $3.5 million budget, she is required to propose $1 million in cuts. The Partner Agencies provided verbal and written feedback of the impact of budget cuts on their programs. Department staff has also agreed to take a $10,000 cut in salaries to assist with meeting the Mayor's target goal.

Dr. Murase reported that the Governor has zeroed out the $16 million in State funding for domestic violence shelters in his proposed budget. Senator Leland Yee is currently working on legislation to increase the marriage license fee by $10 to ensure that domestic violence shelters receive secure funding.

Commissioner Soo voiced her concern of how the cuts will be crippling to the agencies, specifically the smaller agencies. Dr. Murase reported that, based on Partner Agencies feedback, any funding from the Department is helpful in leveraging funds from other funding resources.

**Public Comment**
Ken Theisen of Bay Area Legal Aid and one of the founders of the Cooperative Restraining Order Clinic discussed his collaboration with the Commission, including the Veena Charan and Claire Joyce Tempongko domestic violence homicide investigations. He urged the Commission to vote against the proposed allocations. He stated that some domestic violence survivors are sometimes turned away because of needier clients.

Imelda Herrera of the Mission Girls RAICES program explained that the program hosts violence prevention workshops in various high schools. She stated that the proposed cuts would mean that the current 400 service hours would be reduced to 250-300 hours. This reduction would mean fewer hours raising awareness about alcohol, drugs, and relationship abuse to at-risk girls. She emphasized the need to give youth in underserved communities service opportunities to excel in life.

Marisa Castro of Mission Girls Neighborhood Services stated that her program is about saving lives. By providing youth positive role models and culturally appropriate community education, the program meets the needs of neighborhood girls who learn how to maintain healthy relationships, time management skills, nutrition and exercise habits.

Jennifer Grant, Shelter Program Director of La Casa de las Madras, stated that, last fiscal year, the 3 domestic violence provided 21,555 bednights, serving 366 women and 340 kids. Despite these numbers, La Casa alone had to turn away 987 women due to lack of space. La Casa also has a teen program, staff located on-site at the Police Department, and serves 2,000 women in drop-in counseling. Last year, La Casa operated over capacity. She reported that the Governor's proposed budget reduction means that each shelter is likely to lose $200,000 in state funding.

Ruby Garcia, Case Manager at La Casa de las Madres, asked the Commissioners to vote no. She explained that case managers have to turn potential clients away, with nowhere to go.

Emberly Cross of the Cooperative Restraining Order Clinic stated that her agency received $250,000 of Department funding and served 1,038 survivors of domestic violence and sexual assault last year. The proposed reductions would mean turning away 80 - 125 victims

Beverly Upton, Executive Director of the Domestic Violence Consortium, thanked the Commission for having an open and inclusive process. She pointed out that, unlike other city programs, the domestic violence programs have not enjoyed increased funding over the years. She urged the Commission, the Board of Supervisors, and the Mayor to protect safety net services for women and their families.

Aiko Pandorf, the incoming Executive Director of the Asian Women's Shelter, joined by Vanessa Flores, thanked the Commission for their work and recognized President Shorter and Dr. Murase for including the agencies in a candid discussion about the proposed cuts. She stated that the agency is already challenged by about $250,000 in reductions from other local, state, and federal funding. The proposed cuts would represent a loss of 215 shelter bednights and 163 hours of service, including vital legal and social services. She stated that the shelter currently operates at full capacity.

Amanda Heier, Executive Director of the Mary Elizabeth Inn, stated that her agency provides permanent supportive housing, meals, and social services for 250 women, with dedicated slots for domestic violence survivors. The proposed cuts would force her to reduce the substantial subsidies the agency offers to extremely low income women who are residents of the Inn.

Mari McKeever, Volunteer Legal Services Program of the Bar Association of San Francisco, discussed the continuum of services from the shelters to the Cooperative Restraining Order Clinic run by her agency. By protecting this continuum, burdens on repeat crises, child counseling, and the court system, can be avoided. Another impact is on the attorneys who wish to volunteer. Without staffing, these pro bono services will not be available to clients.

Jessica Arevalo of LYRIC reported that the program has served 62 girls, averaging 9 girls per week. The goal is to create a safe space for queer girls. Fong stated that she is a queer educator at LYRIC. She explained that sometimes school can be hostile but, at LYRIC, there are community agreements that create a family atmosphere.

Former Commissioner Caryl Ito who now serves on the Airport Commission stated in the 12 years since she served as a Commissioner on the Status of Women, she has observed how the Commission and the Department represents a model for effectiveness, efficiency, and transparency.
Ms. Ito urge the Commission to not support the proposed cuts. Ms. Ito stated her support for the Commission, which was created with the help of at least 100 women community leaders, including Roberta Achtenberg.

Kathy Black, Executive Director of La Casa de las Madres, stated that compared to other shelters in the City, she feels that the domestic violence shelters are severely underfunded. A cut in funding to La Casa would mean that 42 women and their children would lose 5 weeks of services. Ms. Black stated the devastating cuts La Casa is facing at the State and Federal levels.

Esther Leong of the Asian Pacific Islander Legal Outreach (APILO) echoed the sentiment expressed by prior speakers. The proposed cuts represent 315 hours of comprehensive legal service work, including immigration, child support, child custody cases, and to women who are monolingual. She reported that California is 22nd in the country in terms of legal services funding. There are only 745 out of 165,381 attorneys dedicated to legal services in this area. This means that every 8360 clients get 1 attorney. In 2005 APILO was able to leverage $450,000 in federal funding, and grants from the California Endowment, the Women's Foundation, and the San Francisco Foundation.

Yolanda Quan, Director of Social Services at Cameron House, stated that the agency has been around for over 100 years, with a focus on helping women and their families. The agency provides comprehensive social services in multiple languages. Ms. Quan stated emphasized the importance of having a network of services and service providers, exemplified by the domestic services providers in San Francisco.

Maria Chavez, the new Executive Director of the Riley Center, stated that the agency provides 7,168 bednights in the emergency shelter, and provides transitional housing. With the proposed cuts, the Riley Center will turn away 569 women and 202 children from emergency shelter, and an additional 132 women and 188 children from transitional housing. Ms. Chavez discussed the need to protect the network of services the Partner Agencies provide.

Commissioner Keehn felt that she did not want to take formal action on the grants allocation. Commissioner Gulbengay stated her opinion that it would be important to provide guidance to the Executive Director on the general direction of the grant allocations. Commissioner Gulbengay also suggested making attendance at Partner Agencies mandatory to get a complete view Department funded services. Commissioner Shorter stated that the Partner Agencies have presented to the Commission, providing information on their programs.

**Action To not adopt the allocations for the FY10-11 Violence Against Women Grants Program (m/s/vote) Shorter/Munter/Keehn/Soo (Support); Gulbengay (Oppose).**

**Action: To not adopt the budget for FY10-11.**
**m/s/c (Gulbengay/Shorter/Unanimous).**

## V. EXECUTIVE DIRECTOR'S REPORT

### A. Executive Director's Report

Dr. Murase directed Commissioners to her written report. Dr. Murase reported that Ms. Menon, Ms. Lehman and she have been invited by the Non-Governmental Organization Committee on the Status of Women, New York to present at 3 workshops as part of the UN Commission on the Status of Women Non-Governmental Organization Parallel Sessions. The first is entitled "CEDAW Goes Local -- San Francisco Plus Ten Years" and will review the last decade of local implementation of CEDAW. The second is called "Violence Against Women: Perspectives from Bahrain, Ecuador, Iran, and the US," a collaboration among the women they met at the UN Training Institute in Atlanta last fall. The final workshop is called "Gender Responsive Budgeting in the US: A Tale of Two Counties," conducted with Fulton County (Atlanta).

Dr. Murase reported that the Department supported the Office of Language Services, now under the Office of Civic Engagement and Immigrant Affairs, in acquiring grant funding to implement a pilot language fluency training program for City employees with a focus domestic violence responses called "Bridges to Freedom." The Department has partnered with OCEIA on completing the terms of the grant, from January 2010 through June 2010. The Department has issued a Request for Qualifications to begin recruitment for language instructors and domestic violence advocate/trainers.

Dr. Murase thanked Commissioner Soo for her leadership in reinstating funding to the Trauma Recovery Center at General Hospital.

Dr. Murase announced that the San Francisco Collaboration to End Human Trafficking (SFCAHT) has been busy planning a month-long awareness campaign. The campaign was launched with a successful press event featuring Mayor Newsom, DA Kamala Harris, Supervisor Carmen Chu, Senator Leland Yee, Police Chief Gascon, Nancy Goldberg, a co-chair of SFCAHT, and Sandra Dominguez, a survivor of human trafficking. Theresa Sparks, Director of the Human Rights Commission and Dr. Murase also provided remarks. Dr. Murase thanked President Shorter and Commissioners Keehn, Munter and Soo fo r attending. SFCAHT is planning a final event for the Awareness Month, a panel discussion about how members of the community can take action when they suspect trafficking for Tuesday, February 9. This event will also be a celebration of the first Modern Day Abolitionist Award winners. Dr. Murase encouraged Commissioners to participate.

On February 22, the San Francisco Planning and Urban Research Municipal Fiscal Advisory Committee is hosting the Good Government Awards at 5:30 pm in City Hall. Ms. Lehman and Ms. Menon are nominees for the prestigious award.

The Friends of the Commission on the Status of Women continue to recruit new members and are planning for the March 30 Women's History Month Event at City Hall. Dr. Murased asked Commissioners to be sure to calendar this event.

**Announcements**

Commissioner Gulbengay reported that Supervisor Avalos is drafting legislation on local hiring that would impact women. She also reported that Clare Murphy, long-time director of the Retirement Board, will be honored at a party on February 26 in City Hall, North Light Court.

Commissioner Soo stated that, at the urging of Sharen Hewitt of the Community Leadership Academy & Emergency Response Project, she and Commisioner Keehn have signed up for the "Adopt an Angel" program to sponsor needy families.

## VI. PUBLIC COMMENT

None

## VII. Adjourn

Commissioner Gulbengay requested that the meeting be adjourned in memory of Thomas Hayes, father of Fire Chief Joanne Hayes-White.

**Action: Motion to adjourn in memory of Thomas Hayes.**
**m/s/c (Gulbengay/Shorter/Unanimous)**

The meeting adjourned at 7:05 pm in memory of Thomas Hayes.

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City and County of San Francisco

# Commission on the Status of Women

*Mayor Gavin Newsom*

ANDREA SHORTER
President

KAY GULBENGAY
Vice President

DORKA KEEHN
Commissioner

CAROLENE MARKS
Commissioner

KATHERINE MUNTER
Commissioner

JULIE SOO
Commissioner

*EMILY MURASE, PhD*
*Executive Director*

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## COMMISSION MEETING AGENDA

**Wednesday, February 24, 2010**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

**Roster:**

| | |
|---|---|
| *President Andrea Shorter* | *Vice President Kay Gulbengay* |
| *Commissioner Katherine Munter* | *Commissioner Dorka Keehn* |
| *Commissioner Carolene Marks* | *Commissioner Julie Soo* |

*Total Estimated Meeting Time: 1 hr 16 minutes*

### I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *2 min.*

Remarks by President Shorter.
*Action: To approve the meeting agenda.*

### II. APPROVAL OF MINUTES — DISCUSSION/ACTION — *5 min.*

Explanatory document – Draft Minutes from January 27, 2010.
*Action: To approve draft minutes from January 27, 2010.*

### III. EXECUTIVE DIRECTOR'S REPORT — DISCUSSION — *20 min.*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

### IV. CONSENT AGENDA — DISCUSSION/ACTION — *5 min.*

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*Action: To approve the Consent Agenda.*

A. Resolution Recognizing International Women's Day and the San Francisco Chapter of UNIFEM
B. Resolution Recognizing Clare Murphy on her retirement
C. Resolution Recognizing the 2010 Women's History Month Honorees
D. Resolution Recognizing Fire Chief Joanne Hayes-White
E. Resolution Recognizing the Late Evelyn Haas
F. Resolution Supporting Public Financing of Campaigns

## V. NEW BUSINESS DISCUSSION

**A. Gender Budgeting Report** *30 min.*

Staff will present a report on the gender budgeting initiative that was launched in partnership with the Mayor's Office of Public Policy and Finance.

**1. Case Study: First 5 San Francisco** *10 min*

Gloria Corral, Deputy Director of First 5 San Francisco which is dedicated to addressing the needs of San Francisco's youngest residents, ages 0 - 5 years, will discuss the ways in which her agency uses gender budgeting data in policymaking.

## VIII. PUBLIC COMMENT DISCUSSION *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## IX. ADJOURNMENT ACTION *1 min.*

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*EMILY MURASE, PhD*
*Executive Director*

# COMMISSION MEETING MINUTES

Wednesday, February 24, 2010
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

| Members Present | Staff Present |
|---|---|
| President Andrea Shorter | Executive Director Emily Murase, PhD |
| Commissioner Dorka Keehn | Policy Director Ann Lehman |
| Commissioner Carolene Marks | Policy Analyst Anu Menon |
| Commissioner Katherine Munter | Grants Administrator Carol Sacco |
| Commissioner Julie Soo | Commission Secretary Cynthia Vasquez |

Excused: Vice President Kay Gulbengay

## I. CALL TO ORDER/ AGENDA CHANGES

President Shorter called the meeting to order at 5:10 pm.
**Action: Approved agenda.**
**m/s/c (Marks/Shorter/Unanimous)**
No public comment.

## II. APPROVAL OF MINUTES

President Shorter asked Commissioners to review the minutes from January 27, 2010.
**Action: Approved amended minutes from January 27, 2010.**
**m/s/c (Keehn/Munter/Unanimous)**
No public comment.

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Commissioner Keehn requested an update on when the Advisory Committee will be formed for the U.N. Global Compact Center. Dr. Murase stated that the Office of Economic and Workforce Development has not begun its recruitment of committee members yet.

## III. EXECUTIVE DIRECTOR'S REPORT

Dr. Murase directed Commissioners to her written report. Dr. Murase announced that on March 30 the Department will be holding its annual Women's History Month Celebration. The theme for 2010 is "*Writing Women Back into History*." The Board of Supervisors will acknowledge and recognize leading women in our community during the regularly scheduled Board meeting. The Board's presentation will begin at 3:30 pm in the Board of Supervisors Chambers. The Mayor will also recognize his honoree at a reception in the North Light Court for the honorees, their friends, and family to follow the Board of Supervisors presentation.

Dr. Murase reported that the Gender Equality Principles (GEP) website has made exceptional progress. This will be the first website of its kind to provide companies with a self-assessment test, best practices, tools, and extensive resources to help them determine where they stand in relation to the Gender Equality Principles and how they can improve gender equality within their workplaces. The launch is scheduled for March, but a temporary homepage is at www.genderprinciples.org. In April, Anu will be attending the final presentation by the Northeastern Law School project *GEP #2, Work Life Balance and Career Development.* This is a research project that will provide a comparative analysis between useful work-life balance practices in the US, California, and San Francisco with practices in the European Union. Private sector human resource professionals will be able to use this information to help them gain support for and implement work-life balance practices in their companies.

Dr. Murase announced that the Mayor has approved a joint release of our gender budgeting report, *Path to Accountability and Data-Based Policy Making.* Later in the meeting, Commissioners would be hearing presentations from staff, First 5 San Francisco, and the Juvenile Probation Department on the report's results.

Dr. Murase reported that together with Ms. Menon and Ms. Lehman will be presenting at the UN Non-Governmental Organization Committee on the Status of Women in New York during the 1st and 2nd week in March. They will be presenting 3 workshops. The first is entitled "CEDAW Goes Local -- San Francisco Plus Ten Years" and will review the last decade of local implementation of CEDAW. The second is called "Violence Against Women: Perspectives from Bahrain, Ecuador, Iran, and the US." The final workshop, "Gender Responsive Budgeting in the US: A Tale of Two Counties," will be conducted with Fulton County (Atlanta). A report will be provided at the March Commission meeting.

Dr. Murase announced that the Department will soon begin the first session of the "Bridges to Freedom", a language fluency training program for City employees with a focus on domestic violence responders: March 10 for Spanish and March 12 for the Cantonese session. The Department has recruited participants from criminal justice and other city agencies for the 16 week training program. Commissioner Soo expressed interest in attending.

Dr. Murase thanked Commissioners for attending the various human trafficking awareness events sponsored by the Department and the San Francisco Collaborative on Anti-Human Trafficking between January 11 and February 9.

The Department will be meeting with staff and Commissioners from the Fire Department to discuss possibly conducting a gender analysis of one of their programs.

Dr. Murase reported on the office interns. The Department welcomed a new Willie L. Brown, Jr. Public Policy Intern Jessika Lopez who is an undergraduate at San Francisco State University, the Pacific Asian American Women Bay Area Coalition Intern Jamie Kozono who recently graduated from UCLA, and Graduate Social Work Intern Mariya Taher who is completing her master's in social work at San Francisco State University. Dr. Murase expects to receive a new staff person through the Mayor's Jobs Now program sometime in March.

Dr. Murase reported that the Department of Human Resources provided statistics on the city employees who were laid off between November 16 and December 31, 2009. The analysis showed that of the 150 laid off employees, 75-80% were women and the majority were minorities.

Dr. Murase stated that she submitted the department budget with the required reductions to the Mayor's Office.

Beverly Upton asked the Commission to hear from community members for a special presentation. Maria Chavez, Executive Director of the Riley Center, explained that the papier mache hearts presented to Commissioners and staff were made by young residents of Brennan House to say thank you for the Commission and Department's continued support. The young women at LYRIC created a Valentine's Day card for the Commission, and young women from the Community Youth Center read a message of thanks. Emberly Cross presented a Valentine's Day message from the Cooperative Restraining Order Clinic. Pablo Espinoza of Community United Against Violence expressed thanks to the Commission for its work protecting vulnerable women. Rachel West of Women in Dialogue also expressed appreciation to the Commission. Ken Theisen stated that he has worked with the Commission for 29 years and he thanked the Commission for its work.

Commissioners thanked the agency representatives for their dedicated efforts and expressed their deep appreciation for the heart-felt messages.

Commissioner Soo reminded the audience that February is Heart Health Month.

Commissioner Marks thanked all of the Partner Agencies for the work and service they provide the women and girls of San Francisco.

## IV. CONSENT AGENDA

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A. Resolution Recognizing International Women's Day and the San Francisco Chapter of UNIFEM
B. Resolution Recognizing Clare Murphy on her retirement
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D. Resolution Recognizing Fire Chief Joanne Hayes-White
E. Resolution Recognizing the Late Evelyn Haas
F. Resolution Supporting Public Financing of Campaigns

Dr. Murase stated that Commissioner Munter had concerns about the resolution on public financing and asked the Commission to sever the item from the Consent Agenda so that further discussion could take place.
**Action: To sever Item F from the Consent Agenda.**
**m/s/c (Shorter/Soo/Unanimous).**

**Public Comment:**
Jennie Watson of the Evelyn & Walter Haas Jr. Fund thanked the Commission for this honor. She expressed that it was a fitting tribute to a woman who gave most generously to the community.

Commissioner Marks stated that, in honoring Fire Chief Joanne Hayes-White, the Commission should also acknowledge the many contributions of her late father Thomas Hayes, a major figure in the community.

Fire Chief Joanne Hayes-White expressed her appreciation to the Commission not only for the resolution but for its daily work. She thanked Commissioner Marks for her kind words about her father who passed away exactly a month ago, after leading a very full life of 85 years. She explained that she was the 6th woman ever hired by the San Francisco Fire Department which now has 250 women firefighters, or 6% of the workforce. This percentage is among the highest in the nation.

**Action: To approve the Consent Agenda.**
**m/s/c (Shorter/Soo/Unanimous).**

### B. Resolution Supporting Public Financing of Campaigns

Commissioner Munter explained that her concern was based on a procedural matter. Dr. Murase stated that at the last Commission meeting, Commissioners had a question about the sources of public campaign financing. Joni Eisen explained that public financing can take many forms. Current proposals in California based on a pilot program involve raising the registration fee of lobbyists from $12.50 to $350 which is commensurate to other states. Commissioner Soo inquired about the sources of public campaign financing in the event that all offices come under the policy. Ms. Eisen stated that this is not yet known since the focus so far has been on a pilot program only. Commissioner Keehn expressed her strong support for public financing of campaigns. She explained that she was a founding board member of Emerge, a political training program for Democratic women which started in California and has expanded into other states. She stated that the reason why Emerge chose to expand to Arizona and Maine was that these states had public financing of campaigns which opens up new opportunities for women and minority candidates.

**Action: To approve the resolution supporting public financing of campaigns.**
**m/s/c (Keehn/Shorter/4 in favor, 1 opposed. The resolution was adopted.)**

## V. NEW BUSINESS

### A. Gender Budgeting Report

Policy Director Ann Lehman presented a report on the gender budgeting initiative that was launched in partnership with the Mayor's Office of Public Policy and Finance. She began by highlighting the mandate contained in the 1998 San Francisco CEDAW Ordinance:

"The City shall ensure that the City does not discriminate against women in areas including employment practices, **allocation of funding,** and delivery of direct and indirect services..."

Ms. Lehman explained that *gender responsive budgeting* ensures that government budgets and the policies and programs that underlie them address the needs and interests of individuals that belong to different social groups. This approach examines funding allocations and their impact on men and women. Where the needs are different, gender responsive budgeting encourages budget allocations to reflect these differences. The approach promotes accountability and transparency in public funding. Gender responsive budgeting has been conducted in such countries as Australia, France, South Africa, Spain, and Tanzania.

The Mayor's Office sent an inquiry to all City departments asking 4 basic questions:

1. *Do you collect disaggregated data?*
2. *How is data used for policy/budget?*
3. *If no data, how could you collect it?*
4. *Interested in learning more about this topic?*

Results from this inquiry form the substance of the new report. She cited examples of responses, including the District Attorney's Office which adjusts resources based on spikes in domestic violence cases, and the Arts Commission which analyzes the degree to which grants are being awarded to a broad range of diverse communities. She also explained that the Department requires Partner Agencies to provide quarterly reports that require client data disaggregated by gender, race/ethnicity, native language, etc.

Some of the challenges that departments reported included adherence to public meeting laws, time or staffing constraints, process constraints, and data source constraints. There is a widespread misperception that Proposition 209 prohibits the collection of demographic data. While Proposition 209 prohibits *requiring* demographic data from members of the public seeking government services, this data can be collected on a *voluntary* basis.

The report recommends that this work be pursued further by a city-wide workgroup and follow-up roundtables. A city-wide data collection plan should be created and technologies assessed for their ability to facilitate data collection. Departments must be educated about the limits of Proposition 209 and strategies for voluntary data collection. Finally, additional research should be conducted.

#### 1. Case Study: First 5 San Francisco

Gloria Corral, Deputy Director of First 5 San Francisco, explained the her agency that focuses on the needs of children between 0-5 years old. Ms. Corral stated that First 5's main goals are:

- child health
- child development
- family functioning
- systems of care

Ms. Corral explained that all grantees are required to report on performance measures. The Universal Pre-School program looks at who and where clients are being served, as well as the race/ethnicity and income level of those being served. The agency evaluates if the care children are receiving is appropriate and if there are any disparities. The program also provides local evaluation reports to measure programs based on the agency's strategic plan.

Ms. Corral explained that the agency asks for a variety of information on a voluntary basis such as cultural background and single parent home vs. 2 parent home to indentify the different variables that have an influence on children.

Commissioner Soo expressed how important it is to educate parents on recognizing and promoting the aptitudes and aspirations of their children. Parents need to encourage their children to do what ever they are good at.

### 2. Juvenile Probation Department

Allison Magee, Director of Administrative Services at the Juvenile Probation Department, thanked the Commission for the opportunity to elaborate on her department's efforts in this area. She explained that the Juvenile Probation Department issues regular reports documenting the demographic profile of youth. She highlighted the fact that girls have needs that are significantly different than boys. She stated that a major challenge is the variability of the numbers of girls in the system. In December 2009, there were 7 girls, but today there are 17 under direct supervision. Regarding the ways in which disaggregated data is used to shape programs, she cited the example of evening reporting centers that the department administers. The number of young women utilizing the evening reporting center dedicated to girls was so low that, unfortunately, the department could not justify funding it.

Commissioner Soo asked for further details about the collected data, particularly related to foster children. Ms. Magee stated that the department does have detailed data on each youth, including foster care history.

## VI. PUBLIC COMMENT

Den Quinsay of the Community Youth Center brought youth from the Young Asian Women Against Violence and Sisters Against Violence Empowerment Programs, both funded by the Department on the Status of Women. The peer leaders conveyed a message of thanks to the Commission. They presented a short skit demonstrating the public speaking skills they learned as part of the program.

## VII. Adjourn

**Action: Motion to adjourn.**
**m/s/c (Keehn/Shorter/Unanimous)**

The meeting adjourned at 6:55 pm.

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City and County of San Francisco
Commission on the Status of Women
*Mayor Gavin Newsom*

ANDREA SHORTER
President

KAY GULBENGAY
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DORKA KEEHN
Commissioner

CAROLENE MARKS
Commissioner

KATHERINE MUNTER
Commissioner

JULIE SOO
Commissioner

*EMILY MURASE, PhD*
*Executive Director*

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# COMMISSION MEETING AGENDA

**Wednesday, March 24, 2010**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

**Roster:**
*President Andrea Shorter*
*Commissioner Katherine Munter*
*Commissioner Carolene Marks*
*Vice President Kay Gulbengay*
*Commissioner Dorka Keehn*
*Commissioner Julie Soo*

*Total Estimated Meeting Time: 1 hr 26 minutes*

## I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *2 min.*

Remarks by President Shorter.
***Action: To approve the meeting agenda.***

## II. APPROVAL OF MINUTES — DISCUSSION/ACTION — *5 min.*

Explanatory document – Draft Minutes from February 24, 2010.
***Action: To approve draft minutes from February 24, 2010.***

## III. EXECUTIVE DIRECTOR'S REPORT — DISCUSSION — *20 min.*

**A. Executive Director's Report** — **Executive Director Murase**
Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

## IV. CONSENT AGENDA — DISCUSSION/ACTION — *5 min.*

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*
***Action: To approve the Consent Agenda.***

A. Resolution for the 30th Anniversary of the National Women's History Project
B. Resolution Recognizing the 90th Anniversary of the U.S. Department of Labor Women's Bureau
C. Resolution Recognizing the 40th Anniversary of Community Youth Center of San Francisco
D. Resolution Recognizing Andrea Lee of Mujeres Unidas y Activas
E. Resolution Recognizing Nick Despota for the Gender Equity Principles Website Design
F. Resolution Recognizing the Contributions of El Cerrito High School IT Academy

## V. NEW BUSINESS — DISCUSSION

**A. United Nations Commission on the Status of Women NGO Parallel Sessions Report** — *20 min.*
Department Staff will provide an overview of the recent panels presented at the UN.

### B. CEDAW 10 Year Report *20 min.*

Department Staff will provide an overview of what has been done in San Francisco over the last 10 years with CEDAW.

## VIII. PUBLIC COMMENT **DISCUSSION** *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## IX. ADJOURNMENT **ACTION** *1 min.*

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# March 24, 2010

COSW Meeting Information - March 24, 2010

**ANDREA SHORTER**
**President**
**KAY GULBENGAY**
**Vice President**
**DORKA KEEHN**
**Commissioner**
**CAROLENE MARKS**
**Commissioner**
**KATHERINE MUNTER**
**Commissioner**
**JULIE SOO**
**Commissioner**
***EMILY MURASE, PhD***
***Executive Director***

COMMISSION MEETING MINUTES

**Wednesday, March 24, 2010**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

**Members Present Staff Present**

President Andrea Shorter Executive Director Emily Murase, PhD
Vice President Kay Gulbengay Administrative Assistant Cynthia Green
Commissioner Dorka Keehn Policy Director Ann Lehman
Commissioner Carolene Marks Senior Policy Analyst Anu Menon
Commissioner Julie Soo Grants Administrator Carol Sacco
Commission Secretary Cynthia Vasquez
Excused: Commissioner Katherine Munter

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**I. CALL TO ORDER/ AGENDA CHANGES**

President Shorter called the meeting to order at 5:05 pm. President Shorter stated that Commissioner Munter''s return flight from Los Angeles was delayed, so she is unable to attend. President Shorter proclaimed March as Women''s History Month and announced that the Commission will be hosting a commemorative event at City Hall on Tuesday, March 30 with the Mayor and the Board of Supervisors.

**Action: Approved agenda.**

**m/s/c (Marks/Soo/Unanimous)**

No public comment.

**II. APPROVAL OF MINUTES**

President Shorter asked Commissioners to review the minutes from February 24, 2010.

**Action: Approved minutes from February 24, 2010.**

**m/s/c (Soo/Shorter/Unanimous)**

No public comment.

**III. EXECUTIVE DIRECTOR'S REPORT**

Dr. Murase introduced Cynthia Green who joined the Department as part of the Mayor''s JobsNow program which has employed over 1,000 San Franciscans, using federal stimulus funding. She is a Public Service Trainee who will be supporting the Commission Secretary.

President Shorter reported that, on March 19, the Office of Civic Engagement and Immigrant Affairs held an event at Civic Center encouraging San Franciscans to return completed census Forms. The Department participated by tabling and providing information on the Department/Commission. Together with Co-Chair Anni Chung of Self Help for the Elderly, President Shorter has participated in various community events encouraging members of the public to return their census forms. Commissioner Soo announced that people should beware of bogus census forms that request personal information such as Social Security numbers or other identifying information.

On behalf of the Commission, Vice President Gulbengay attended the American Ireland Fund Gala and presented honoree Fire Chief Joanne Hayes-White with the signed Commission resolution. She stated that Commissioner Katherine Munter also attended the event.

Dr. Murase was pleased to report that Commissioner Soo had attended 2 Cantonese sessions of the *Bridges to Freedom*, the language fluency training program for City employees on terminology related to domestic violence response. Commissioner Soo commended Pacific Asian American Women Bay Area Coalition Intern Jaime Kozono, who is assigned staffing the training program as part of her internship, for her work and support of this program.

Dr. Murase announced that Senior Gender Policy Analyst Anu Menon would be attending a presentation by the Northeastern Law School in Boston to hear the results of the legal team"s research on work-life balance issues in support of the Department"s Gender Equality Principles Initiative. The project was designed to provide the Department with a guide that will be a useful and accessible to human resource directors responsible for work-life balance practices in their workplaces. The team of law students is also creating a comparative analysis of the laws in this area from San Francisco, California, the United States, and the European Union.

Commission Secretary Cynthia Vasquez reported that she continues to actively participating in the Association of California Commissions for Women (ACCW) as a representative for the San Francisco Commission. The ACCW continues to serve as an information-sharing forum for Commissions throughout the state. The next meeting will take place in Southern California in May.

**IV. CONSENT AGENDA**

***All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.***

**A. Resolution for the 30th Anniversary of the National Women"s History Project**

**B. Resolution Recognizing the 90th Anniversary of the U.S. Department of Labor Women's Bureau**

**C. Resolution Recognizing the 40th Anniversary of Community Youth Center of San Francisco**

**D. Resolution Recognizing Andrea Lee of Mujeres Unidas y Activas**

**E. Resolution Recognizing Nick Despota for the Gender Equity Principles Website Design**

**F. Resolution Recognizing the Contributions of El Cerrito High School IT Academy**

Melody Shaw of the El Cerrito High School Information Technology Academy instructor introduced Jessica Tran, Stephanie Saelee, Eric Mai, and George Lee, the high school seniors who worked on the Gender Equality Principles outreach postcard that was distributed at the United Nations Commission on the Status of Women meetings in New York in March. President Shorter asked the students what their future plans were. George explained that he will be pursing a technical career with Cisco. Eric is planning on attending college. The students thanked the Commission for providing the opportunity to work on such an important project.

Jenny Erwin, Regional Administrator of the Department of Labor Women"s Bureau, expressed her appreciation for the commendation. She explained that she came to the San Francisco Bay Area 12 years ago to staff the Women"s Bureau office in San Francisco. She recommended the book Triangle, the Fire that Changed America, about young women who died in a New York factory fire on March 25, 1911 because the incident gave rise to the creation of the Women"s Bureau with its focus on assuring workplace safety for women.

**Action: To approve the Consent Agenda.**

**m/s/c (Gulbengay/Keehn/Unanimous).**

### V. NEW BUSINESS

**A. United Nations Commission on the Status of Women NGO Parallel Sessions Report**

Dr. Murase reported that Ms. Menon, Policy Director Ann Lehman, and she made 3 presentations at the United Nations Commission on the Status of Women NGO parallel session. The theme of this year's session was "Beijing +15" and focused on the successes and areas of improvement for the Beijing Platform for Action, created after the UN World Conference on Women held in Beijing, China in 1995.

The first presentation, entitled "Violence against Women: Perspectives from Bahrain, Ecuador, Iran and the US," featured presentations from appointed and elected women leaders from these countries. The second panel, "CEDAW Goes Local – San Francisco Plus Ten Years," highlighted the creative means of implementation we have utilized for CEDAW over the past 10 years, including the gender analysis tool and the gender analyses of City departments and commissions. The Gender Equality Principles Initiative website was also highlighted. Dr. Murase reported that Dr Brenda Sullivan of Fulton County (Atlanta) spoke about Fulton County's highly successful gender budgeting initiative, for which Ms. Menon and Ms Lehman provided training and technical assistance in 2007.

The final presentation was "Gender Responsive Budgeting in the U.S.: A Tale of Two Counties." Fulton County organized this session to discuss their gender budgeting initiative in detail and conducted a training session on how to do gender budgeting. As part of the panel, Ms. Lehman spoke about San Francisco's gender budgeting initiative and the release of the recent report, in conjunction with the Mayor's office, on gender budgeting

All of the panels were very well received and participants from such countries as Israel, Taiwan, and Chile had lively discussions about how they can implement CEDAW, gender analysis, and gender budgeting in their own cities and countries.

While in New York, department staff also attended "Equality Means Business," a conference sponsored by the United Nations Global Compact and the UN Fund for Development, to launch the United Nations Women's Empowerment Principles, a set of aspirational private sector principles based on the San Francisco Gender Equality Principles.

Commissioner Keehn encouraged the Department and the Friends of the Commission to work on grant opportunities in this area since San Francisco is seen as the model in gender budgeting.

**B. The Convention on the Elimination of All Forms of Discrimination Against Women 10 Year Report**

Dr. Murase gave a brief overview of CEDAW in San Francisco. In 1998, San Francisco was the first city to adopt a local ordinance reflecting CEDAW principles. In 1999, the CEDAW Task Force was established to ensure proper implementation of the Ordinance. Now, 15 years later, the Department is planning to release a bound 10 year report at the October 18 CEDAW Awards Gala Luncheon, sponsored by the Friends of the Commission on the Status of Women.

### VI. PUBLIC COMMENT

Commissioner Soo encouraged everyone to attend the 2010 Vagina Monologues in which both she and Dr. would be appearing on Saturday, April 10, at the Herbst Theater.

### VII. Adjourn

**Action: Motion to adjourn.**

**m/s/c (Shorter/Soo/Unanimous)**

The meeting adjourned at 6:15 pm.

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*Executive Director*

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# COMMISSION MEETING AGENDA

**Wednesday, April 28, 2010**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

**Roster:**
*President Andrea Shorter* — *Vice President Kay Gulbengay*
*Commissioner Katherine Munter* — *Commissioner Dorka Keehn*
*Commissioner Carolene Marks* — *Commissioner Julie Soo*

*Total Estimated Meeting Time: 1 hr 32 minutes*

**I. CALL TO ORDER/ AGENDA CHANGES** **DISCUSSION/ACTION** *2 min.*

Remarks by President Shorter.
*Action: To approve the meeting agenda.*

**II. APPROVAL OF MINUTES** **DISCUSSION/ACTION** *5 min.*

Explanatory document – Draft Minutes from March 24, 2010.
*Action: To approve draft minutes from March 24, 2010.*

**III. EXECUTIVE DIRECTOR'S REPORT** **DISCUSSION** *20 min.*

**A. Executive Director's Report** **Executive Director Murase**

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

**Presentation by Graduate Intern Mariya Taher** *10 min.*

**IV. CONSENT AGENDA** **DISCUSSION/ACTION** *5 min.*

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*Action: To approve the Consent Agenda.*

**A. Resolution Recognizing the Legacy of Leadership 2010 Gala**
**B. Resolution Recognizing the Mission Neighborhood Centers, Inc. 50th Anniversary Gala**
**C. Resolution Recognizing Karla Castillo on the Occasion of Sexual Assault Awareness Month**
**D. Resolution Recognizing Kathy Baxter on the Occasion of Child Abuse Prevention Month**
**E. Resolution Recognizing Dixie Horning, Recipient of the UCSF Chancellor's Award for Public Service**

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## V. NEW BUSINESS DISCUSSION

### A. Overview of La Casa de las Madres "Later in Life" Program Addressing Violence Against Older Women *15 min.*

Staff from La Casa de las Madres will provide an overview of the "End Abuse Later in Life Training Project."

### B. Women's Foundation Initiative on Older Women *15 min.*

Karla Rodriguez of the Women's Foundation will provide an overview of the Women's Foundation's Elder Women's Initiative.

### C. Older Women's League *15 min.*

Jonee Levy, Co-Vice President, will present information the organization and their policy priorities.

## VIII. PUBLIC COMMENT DISCUSSION *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## IX. ADJOURNMENT ACTION *1 min.*

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City and County of San Francisco
# Commission on the Status of Women
*Mayor Gavin Newsom*

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**JULIE SOO**
**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

## COMMISSION MEETING MINUTES

**Wednesday, April 28, 2010**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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**Members Present**

President Andrea Shorter
Vice President Kay Gulbengay
Commissioner Carolene Marks
Commissioner Katherine Munter
Commissioner Julie Soo

Excused: Commissioner Dorka Keehn

**Staff Present**

Executive Director Emily Murase, PhD
Administrative Assistant Cynthia Green
Senior Policy Analyst Anu Menon
Administrative Analyst Laura Marshall
Grants Administrator Carol Sacco
Commission Secretary Cynthia Vasquez
Graduate Intern Mariya Taher

### I. CALL TO ORDER/ AGENDA CHANGES

President Shorter called the meeting to order at 5:08 pm. President Shorter stated that nominations for President and Vice President would be entertained at the May Commission meeting, with elections held in June. She announced that she and Executive Director Emily Murase attended the International Museum of Women benefit last night, which was well-attended. President Shorter reported that the Mayor spoke highly about the work of the Department at the Women's Caucus of the California Democratic Convention held in Los Angeles.

**Action: Approved agenda.**
**m/s/c (Soo/Munter/Unanimous)**
No public comment.

### II. APPROVAL OF MINUTES

President Shorter asked Commissioners to review the minutes from March 24, 2010.
**Action: Approved minutes from March 24, 2010.**
**m/s/c (Gulbengay/Soo/Unanimous)**
No public comment.

### III. EXECUTIVE DIRECTOR'S REPORT

Dr. Murase directed Commissioners to her written report. Dr. Murase highlighted the Department's partnership with the Northeastern Law School where law students worked on a comparative analysis of work-life balance laws (e.g., family and medical leave, wellness programs, exit and reentry programs, and flexible work schedules). A comprehensive report is now located at the Department. The Department has also partnered with a new Gender Policy Roundtable at San Francisco State University, convened by Kathy Johnson of the College of Behavioral and Social Sciences.

Dr. Murase stated that yesterday's Board of Supervisors meeting featured alarming public testimony by members of the Chinese American community about crime in the Visitacion Valley and Bayview Hunter's Point neighborhoods. One of the pleas in the public testimony was for language training of criminal justice personnel. Dr. Murase circulated information about the Department's Bridges to Freedom language training program to Police Chief Gascon and the Board of Supervisors.

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Commissioner Munter stated that she attended the April meeting of the San Francisco Chapter of Soroptomists, a service organization dedicated to the advancement of women and girls. Guest speakers were from End Hunger, dedicated to sustainable food policies, and the Chamber of Commerce. She will be the featured speaker for the May meeting. The chapter conducts an annual poster contest on domestic violence awareness where the posters are featured in bus shelters. The chapter would like to partner with the Commission on this effort.

Commissioner Soo explained that she is a participant in the Bridges to Freedom class for Cantonese. She thanked Dr. Murase for her outreach to Police Chief George Gascon and all of the members of the Board of Supervisors. Commissioner Soo would like to work with Dr. Murase on a letter to all department heads from Dr. Murase and perhaps City Administrator Ed Lee encouraging city emergency services to participate.

Dr. Murase asked Commissioners to save the date for the Friends of the Commission 2010 CEDAW Awards GALA Luncheon that will be held on Monday, October 18. Barbara Krumsiek, CEO of Calvert, has confirmed her attendance and First Lady Jennifer Siebel Newsom is expected to serve as Honorary Chair of the event. Location and time TBD.

Dr. Murase reminded Commissioners that the Mayor and the Board of Supervisors have imposed a ban on travel and business with the State of Arizona in response to the enactment of a highly controversial anti-immigrant law in the state.

**Presentation by Graduate Intern Mariya Taher**

Dr. Murase introduced graduate intern Mariya Taher, a candidate in the master's of social work program at San Francisco State University, who had a field placement at the Department, 3 days a week over the past school year. She presented an overview of her culminating project, a report on female genital cutting (also known as FGC, female genital mutilation, female genital circumcision) that is occurring in the United States.

Ms. Taher reported that 227,877 women in US have undergone or are at risk for FGC, a 26% increase since 1990. It is estimated that there are 28,000 women living with FGC in California. Although it became outlawed since 1996, communities continue to practice FGC in secrecy.

Ms. Taher found that FGC is based on religion and tradition and is done to affect female sexuality. She also found that the practice of FGC is often practiced out of a need to hold onto cultural roots. There is also a need to bring knowledge to this illegal practice, especially in the health field.

President Shorter remarked that there are very troubling incidents that are anti-immigrants and she urged that the Commission and Department become vigilant about anti-immigrant violence. Commissioner Shorter will work with Ms. Taher to have this information with shared with other community groups.

Commissioner Gulbengay commended Ms. Taher for bringing this important issue to the attention of the Commission.

Commissioner Marks commented that the work must begin with youth, their education, safe housing, and jobs.

## IV. CONSENT AGENDA

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

A. **Resolution Recognizing the Legacy of Leadership 2010 Gala**
B. **Resolution Recognizing the Mission Neighborhood Centers, Inc. 50th Anniversary Gala**
C. **Resolution Recognizing Karla Castillo on the Occasion of Sexual Assault Awareness Month**
D. **Resolution Recognizing Kathy Baxter on the Occasion of Child Abuse Prevention Month**
E. **Resolution Recognizing Dixie Horning, Recipient of the UCSF Chancellor's Award for Public Service**

**Action: To approve the Consent Agenda.**
**m/s/c (Marks/Shorter/Unanimous).**

Dixie Horning thanked the Commission for the recognition. She stated that she accepts the recognition in honor of her mentor, the late Dorothy Height, who taught her to work in the intersection of human rights and women's rights.

Beverly Upton accepted the recognition on behalf of Kathy Baxter who had several other engagements this evening due to April being Child Abuse Prevention Month. Ms. Upton added her thanks to Dixie Horning for her partnership over the years.

Karla Castillo stated that she was thrilled to receive the recognition and thanked San Francisco Women Against Rape for affording her the opportunity to work with sexual assault survivors.

Gloria Romero, Youth Services Director of Mission Neighborhood Centers, thanked the Commission for the recognition. She explained that the Center was founded by two women who started a girls club as part of the settlement movement.

## V. NEW BUSINESS

### A. Overview of La Casa de las Madres "Later in Life" Program Addressing Violence Against Older Women

Claire McCullough, Community Services Manager of La Casa de las Madres explained that that agency was 1 of 6 selected nation-wide to implement a federally-funded program for older domestic violence victims. La Casa conducted a community needs assessment in 2009 and developed a training program of criminal justice personnel this spring called "End Abuse Later in Life Training Project." A kick-off event is scheduled for this Friday, April 30. The goal is to train a total of 500 officers by September 2011 in identifying elder abuse or how to deal with elder abuse. In addition to training of criminal justice personnel, community training will be offered to first responders such as ambulance staff, police officers and investigators.

### B. Women's Foundation Initiative on Older Women

Karla Rodriguez of the Women's Foundation provided an overview of the Women's Foundation's Elder Women's Initiative. She sent greetings from Executive Director Judy Patrick, who was out of town attending a national conference on foundations. Ms. Rodriguez explained that the Women's Foundation was dedicated to empowering women through grant making, capacity building, and leadership development. In partnership with the California Endowment, the UCSF Institute for Health & Aging, and New American Media, the Older Women's Initiative was created. This initiative seeks to achieve the goals of building a movement led by diverse elder women and their allies to change policies so that all Californians can age with dignity and economic and health security. The agency convened over 500 older women in community listening sessions to map California's policy landscape and to engage elder women and their allies in a movement to positively impact systems that influence the aging in California.

Key recommendations included the following:

1. Refine and prioritize the Elder Women's Initiative Agenda for Action for Low-Income, Diverse. and Immigrant Elder and Near-Elder Women.
2. Democracy works: Develop leadership, engage elder and near-elder women, and build coalitions.
3. Undertake a program of media advocacy.

Ms. Rodriguez concluded that a network of Elder Economic Security Service Centers was launched 9 months ago by the National Council on Aging has partnered with the Women's Foundation. The San Francisco Center is located at 870 Market Street, Suite 788, tel. 415.982.7007.

President Shorter asked what age the initiative targeted. Ms. Rodriguez reported that the Foundation has assumed an intergenerational approach and purposefully included younger women in the discussions.

Commissioner Marks stated that more attention must be paid to issues impacting older women.

Commissioner Soo explained that there are generational issues, and that young people must be a part of the conversation.

Dr. Murase stated that the Department hopes to hold a policy roundtable on older women issues in the next quarter. Dr. Murase also announced that the Women's Policy Summit will be held in September with be focusing on families in San Francisco, with a focus on girls and older women.

**C. Older Women's League**

A representative was unable to attend the meeting today

## VI. PUBLIC COMMENT

Beverly Upton, Executive Director of the Domestic Violence Maria Chavez, Director of the Riley Center, Monica Walters, with Cameron House, ? with Arab Cultural Consortium Center; and Gabrielle Gaetani and Claire McCullough of La Casa de las Madres invited the Commission to participate in a press conference that will be held on Tuesday, May 4 to raise awareness about the impact of the budget cuts. Supervisor John Avalos and David Chiu have co-sponsored the press conference.

Commissioner Soo announced that Tracy and Kelly Dearman are having a Supervisors forum to discuss affordable housing on May 12.

President Shorter thanked Department staff members for their excellent work on the Women's History Month event. She remarked that the energy around the event was exceptional and continues to grow each year. It was also great to see the diversity of the honorees.

## VII. Adjourn

President Shorter moved to adjourn the meeting in memory of Dorothy Height. Commissioner Marks seconded the motion, which was adopted unanimously.

**Action: Motion to adjourn.**
**m/s/c (Shorter/Marks/Unanimous)**
The meeting adjourned at 6:15 pm.

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**City and County of San Francisco**

# Commission on the Status of Women

*Mayor Gavin Newsom*

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KAY GULBENGAY
Vice President

DORKA KEEHN
Commissioner

CAROLENE MARKS
Commissioner

KATHERINE MUNTER
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JULIE SOO
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*EMILY MURASE, PhD*
*Executive Director*

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## COMMISSION MEETING AGENDA

**Wednesday, May 26, 2010**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

**Roster:**
*President Andrea Shorter* — *Vice President Kay Gulbengay*
*Commissioner Katherine Munter* — *Commissioner Dorka Keehn*
*Commissioner Carolene Marks* — *Commissioner Julie Soo*

*Total Estimated Meeting Time: 1 hr 28 minutes*

**I. CALL TO ORDER/ AGENDA CHANGES** — DISCUSSION/ACTION — *2 min.*

Remarks by President Shorter.
***Action: To approve the meeting agenda.***

**II. APPROVAL OF MINUTES** — DISCUSSION/ACTION — *5 min.*

Explanatory document – Draft Minutes from April 28, 2010.
***Action: To approve draft minutes from April 28, 2010.***

**III. EXECUTIVE DIRECTOR'S REPORT** — DISCUSSION — *20 min.*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

**IV. CONSENT AGENDA** — DISCUSSION/ACTION — *5 min.*

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***Action: To approve the Consent Agenda.***

**A. Resolution Recognizing Pacific Asian American Women Bay Area Coalition**
**B. Resolution Recognizing Jane Morrison**
**C. Resolution Recognizing the Junior Leagues of California and San Francisco**
**D. Resolution Recognizing May as Elder Abuse Awareness Month**
**E. Resolution Recognizing Sandy Holmes on the Occasion of her Retirement**
**F. Resolution Recognizing Andrea Dew Steele**

**V. NEW BUSINESS** — DISCUSSION

**A. Justice and Courage Audit Status Report** — *40 min.*

1. Audit Implementation Final Report **Laura Marshall**
2. JUSTIS Governance Council **Executive Director Murase**
3. Oversight Panel Update **Commissioner Keehn**

**B. Nominations of Officers for 2010-2011** **President Shorter** *10 min.*

The Commission will nominate candidates for President and Vice President of the Commission for 2010-2011. The election will take place at the June 23 Commission meeting.

**Action: To nominate candidates for President and Vice President for 2010-2011.**

## VII. PUBLIC COMMENT DISCUSSION *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## IX. ADJOURNMENT ACTION *1 min.*

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City and County of San Francisco
# Commission on the Status of Women
*Mayor Gavin Newsom*

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Commissioner

***EMILY MURASE, PhD***
***Executive Director***

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## REVISED COMMISSION MEETING AGENDA

**Wednesday, May 26, 2010**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

**Roster:**

| | |
|---|---|
| *President Andrea Shorter* | *Vice President Kay Gulbengay* |
| *Commissioner Katherine Munter* | *Commissioner Dorka Keehn* |
| *Commissioner Carolene Marks* | *Commissioner Julie Soo* |

*Total Estimated Meeting Time: 1 hr 28 minutes*

### I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *2 min.*

Remarks by President Shorter.
***Action: To approve the meeting agenda.***

### II. APPROVAL OF MINUTES — DISCUSSION/ACTION — *5 min.*

Explanatory document – Draft Minutes from April 28, 2010.
***Action: To approve draft minutes from April 28, 2010.***

### III. EXECUTIVE DIRECTOR'S REPORT — DISCUSSION — *20 min.*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

1. Announcement by Nancy Kirshner-Rodriguez, Director of Governmental Affairs in the Mayor's Office.

2. Anu Menon, Senior Gender Policy Analyst, will provide a debrief on the UN Global Compact Cities Conference.

3. Jaime Kozono, Pacific Asian American Women Bay Area Coalition Polity Intern, will provide an update on the *Bridges to Freedom Program.*

### IV. CONSENT AGENDA — DISCUSSION/ACTION — *5 min.*

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***Action: To approve the Consent Agenda.***

**A. Resolution Recognizing Pacific Asian American Women Bay Area Coalition**
**B. Resolution Recognizing Jane Morrison**
**C. Resolution Recognizing the Junior Leagues of California and San Francisco**

**D. Resolution Recognizing May as Elder Abuse Awareness Month**
**E. Resolution Recognizing Sandy Holmes on the Occasion of her Retirement**
**F. Resolution Recognizing Andrea Dew Steele**

## V. NEW BUSINESS — DISCUSSION

**A. Justice and Courage Audit Status Report** *40 min.*

1. Audit Implementation Final Report — **Laura Marshall**
2. JUSTIS Governance Council — **Executive Director Murase**
3. Oversight Panel Update — **Commissioner Keehn**

**B. Nominations of Officers for 2010-2011** — **President Shorter** *10 min.*

The Commission will nominate candidates for President and Vice President of the Commission for 2010-2011. The election will take place at the June 23 Commission meeting.

**Action: To nominate candidates for President and Vice President for 2010-2011.**

## VII. PUBLIC COMMENT — DISCUSSION *5 min.*

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## IX. ADJOURNMENT — ACTION *1 min.*

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**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

6/2

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# COMMISSION MEETING MINUTES

**Wednesday, May 26, 2010**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

**Members Present**

President Andrea Shorter
Vice President Kay Gulbengay
Commissioner Dorka Keehn
Commissioner Carolene Marks
Commissioner Katherine Munter
Commissioner Julie SooGrants

**Staff Present**

Executive Director Emily Murase, PhD
Administrative Assistant Cynthia Green
Senior Policy Analyst Anu Menon
Administrative Analyst Laura Marshall
Administrator Carol Sacco
Commission Secretary Cynthia Vasquez
PAAWBAC Intern Jaime Kozono
Summer Intern Kendra Poppy

## I. CALL TO ORDER/ AGENDA CHANGES

President Shorter called the meeting to order at 5:07 pm. She proposed changes to the agenda order: moving the Consent Agenda before the Executive Director's Report, moving officer nominations up, and including a purely commendatory resolution.

**Action: Approved amended agenda.**
**m/s/c (Keehn/Soo/Unanimous)**
No public comment.

## II. APPROVAL OF MINUTES

President Shorter asked Commissioners to review the minutes from April 28, 2010.

**Action: Approved minutes from April 28, 2010.**
**m/s/c (Shorter/Munter/Unanimous)**
No public comment.

## III. CONSENT AGENDA

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

A. **Resolution Recognizing Pacific Asian American Women Bay Area Coalition**
B. **Resolution Recognizing Jane Morrison**
C. **Resolution Recognizing the Junior Leagues of California and San Francisco**
D. **Resolution Recognizing May as Elder Abuse Awareness Month**
E. **Resolution Recognizing Sandy Holmes on the Occasion of her Retirement**
F. **Resolution Recognizing Andrea Dew Steele**
G. **Resolution Supporting the Women's Empowerment Principles by the United Nations Global Compact and the United Nations Development for Women**

**Action: To approve the Consent Agenda.**
**m/s/c (Soo/Gulbengay/Unanimous).**

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**Public Comment**
Jane Morrison stated that she is greatly honored to receive the resolution. She explained that when her grandmother became a widow with 4 children to provide for, she had no way to make a living, so she married a widower with 5 children and became a caregiver to 9 children. Ms. Morrison's mother had a 3rd grade education, but worked to ensure that Jane and her siblings received a college education. She graduated college in 1941 and traveled all over her home state of Oklahoma seeking employment in a newsroom. Everywhere she interviewed, she was told that women could not be hired to do news. She eventually secured a position as an editor for the Associated Press in Kansas City. Later, she moved to California when her husband enrolled at Stanford University on the GI Bill. While the *San Francisco Chronicle* hired her husband as a journalist, Ms. Morrison continued to face gender discrimination. She was eventually hired as a secretary at KNBR radio and moved into publicity, but women were paid much less than men for similar work. She noted that in, 1970 a woman in Washington, DC sued the NBC newsroom over pay equity. Ms. Morrison promptly received a substantial raise in the wake of that lawsuit. She thanked the Commission for the honor.

President Shorter thanked Ms. Morrison for her pioneering work. Commissioner Soo underscored Ms. Morrison's legacy as a tireless political activist. Dr. Murase noted that Ms. Morrison had a long career as the Public Affairs Director at KNBR and has worked on every major political campaign over the course of decades of activism.

Gwinneth Berexa, President of the Junior League of San Francisco, thanked the Commission for recognizing the legislative work of the Junior League. The state-wide organization launched an advocacy program around designating May as Perinatal Depression Month (ACR 105) which was adopted this year. She explained that there are 160,000 members world-wide. The San Francisco Chapter, composed of 2,000 members, focuses on strengthening families and children in need and will be celebrating its centennial next year, in 2011.

Sandy Holmes stated that she was deeply honored by the Commission resolution. She said she came to San Francisco 25 years ago, young and naive but with a strong conviction that women could run large organizations. She graduated from USF with an organizational development degree and started in the City's Payroll Department. She is retiring as the Payroll Director. Throughout her career, she has relied on the ability of women to make things happen. In closing, she acknowledged the unsung heroes who work on a daily basis to deliver high quality payroll services to City employees.

## IV. Nominations of Officers for 2010-2011

President Andrea Shorter nominated Vice President Kay Gulbengay for President. Commissioner Keehn seconded the motion. Vice President Gulbengay accepted the nomination. The nomination was approved unanimously.
**Action: To nominate Vice President Kay Gulbengay for President for 2010-2011.**
**m/s/c (Shorter/Keehn/Unanimous).**

Vice President Gulbengay nominated Commissioner Julie Soo for Vice President. Commissioner Shorter seconded the motion. Commissioner Julie Soo accepted the nomination. The nomination was approved unanimously.
**Action: To nominate Julie Soo for Vice President for 2010-2011.**
**m/s/c (Gulbengay/Shorter/Unanimous).**

Commissioner Keehn thanked President Shorter and Vice President Gulbengay for their service the past year. Officer elections will take place at the June 23 Commission meeting.

## V. EXECUTIVE DIRECTOR'S REPORT

Dr. Murase directed Commissioners to her written report. Dr. Murase highlighted the May 10-12 conference hosted in New York by the Columbia University Institute for the Study of Human Rights. She was invited to present on the local implementation of San Francisco's landmark 1998 ordinance reflecting the principles of the UN Convention on the Elimination of All Forms of Discrimination.

Dr. Murase also introduced Gender Policy Intern Kendra Poppy who will be a senior at Smith College in Massachusetts. A native of Palo Alto, Ms. Poppy will be working at the Department through the summer.

1. President Shorter welcomed Nancy Kirshner-Rodriguez, Director of Governmental Affairs for the Mayor. Ms. Kirshner-Rodriguez announced that the budget for the Department on the Status of Women has been protected from reductions and that the funding for the Violence Against Women Prevention and Intervention Grants Program will remain at last year's level. She stated that this reflects the Mayor's strong commitment to protecting services to vulnerable women and their children. She acknowledged the role of advocacy by Commissioners and service providers.

Dr. Murase noted that Ms. Kirshner-Rodriguez also serves as Co-Chair of the San Francisco Collaborative on Anti-Human Trafficking and recognized her for her leadership on women's issues. President Shorter thanked Ms. Kirshner-Rodriguez on behalf of the women and children served by the domestic violence network.

2. Anu Menon, Senior Gender Policy Analyst, provided a debrief on the UN Global Compact Cities Conference held in Chicago. She explained that San Francisco and Milwaukee are the only 2 US Cities that are party to the UN Global Compact, a set of 10 socially responsible principles that hundreds of major corporations have publicly supported. Ms. Menon and a staff member from the Department on the Environment represented San Francisco. Ms. Menon focused her presentation on the Gender Equality Principles Initiative. Dr. Murase explained that the Department is working to insert gender equity into the UN Global Compact on the basis of "human sustainability." Sustainability, whether environmental or otherwise, relies on diversity. The Gender Equality Principles Initiative provides extensive evidence that gender equity is good for business and that a diverse workforce, especially women occupying positions at all levels of a corporation, is an essential element for success. Commissioner Keehn asked for a copy of the Global Compact principles. Ms. Menon agreed to provide a copy of the principles to Commissioners.

1. Jaime Kozono, Pacific Asian American Women Bay Area Coalition Polity Intern, provided an update on the *Bridges to Freedom* Program. She reported that 33 people have enrolled in the 16-week language training course focused on domestic violence response in Cantonese and Spanish. There are 3 men in the Cantonese class, 4 in the Spanish class, and the balance are women. About 22% of the participants come from community-based organizations. While nearly 1/2 were from criminal justice agencies, about 1/3 worked in health services, and 1/4 in other areas. In June, there will be 3 half-day trainings. Dr. Murase encouraged Commissioners to attend one of the training sessions.

**Public Comment**
Ken Thiesen of Bay Area Legal Aid urged that if language training is offered again, pressure must be placed on departments to provide incentives for staff to participate.

Commissioner Soo stated that the Department has made exceptional efforts to outreach to departments, including reaching out to City Administrator Ed Lee, Mayor's Office of Criminal Justice Director Nicolas King, and all members of the Board of Supervisors.

Emberly Cross, Cooperative Restraining Order Clinic, thanked President Shorter, Commissioner Keehn, and Commissioner Soo for participating in the May 4 press conference highlighting the impact of proposed cuts to services addressing domestic violence. Ms. Cross thanked the Mayor for his commitment to maintaining funding levels, but expressed concern about the source of restored monies. She explained that marriage license fees are not permitted to supplant other public monies.

## VI. NEW BUSINESS

### A. Justice and Courage Audit Status Report

#### 1. Oversight Panel Update

Commissioner Keehn thanked all of the various agencies who have participated in the work of the Justice & Courage Oversight Panel. She explained that the progress that will be highlighted in a later presentation could not have occurred without an exceptional collaboration among criminal justice agencies and community-based organizations. She recognized the work of Captain John Erlich of the Police Department who has been an active participant in the Panel's work. Commissioner Keehn further announced that, under the leadership of Dion Roberts of the Human Services Agency, a new subcommittee has been formed to address public housing policies that do not account for the particular needs and risks of domestic violence survivors. Recommendations will be forwarded to Housing Director Henry Alvarez in the coming weeks.

#### 2. Audit Implementation Final Report

Laura Marshall, Fiscal and Policy Analyst, provided an overview of the final report of the Domestic Violence Victim Safety and Accountability Audit. Ms. Marshall explained that the Safety Audit was conducted in 2006 and a report was released in 2007 which examined the criminal justice and community advocates' systemic response to domestic violence. Five primary gaps where identified: risk assessment, stalking, language and cultural competency, and complexity of risk. From the audit, 68 recommendations arose. As a result, an Audit Implementation Committee was created which held meetings on a monthly basis that included representatives from the Police, Sheriff, 911, District Attorney, Adult Probation and community-based agencies. Since 2007, many accomplishments have been made including:

- Stalking Protocols - All departments now have internal protocols. 911 has a new programmed call code for stalking and for domestic violence stalking, New police officers receive stalking trainings, and the District Attorney restarted a Stalking Taskforce.
- Batterer Accountability Measures - New mechanisms for communicating between batterer intervention programs, field protocols for probation officers making site visits, data tracking measures to analyze trends among probationers, and a more rigorous evaluation for batterer intervention programs to assess each probationer.
- Court Protocols Reviewed – A Domestic Violence Bench Book was created to better inform judges about the protocols for domestic violence cases, and Court-Sponsored Community meetings were convened to assess the compliance with state-wide guidelines.
- Assessing and Addressing Risk – A new premise hazard alert has been created. Risk assessment training for police has been conducted. A new probationer assessment tool and safety measures at family court were introduced.

As result of the Safety Audit, the following trainings were convened to address some of the gaps.

- **Domestic Violence Response Cross-Training Institute**
  2007-08, Through a Blue Shield of California Foundation grant, 430 trained, award-winning curriculum addressing gaps found in the Audit.
- **Bridges to Freedom Language Fluency Project**
  In 2010, in partnership with the San Francisco Office of Community Engagement and Immigrant Affairs, City personnel were trained in Chinese and Spanish legal and domestic violence terminology through grants from the Annie E. Casey and Zellerbach Family Foundations.
- **Collaborative Criminal Justice Trainings**
  DA, Police created 4-hour training on responding to DV scenes, evidence collection
- **Community-Based Trainings Offered**
  La Casa de las Madres, in partnership with the Mayor's Office of Housing, received 3-year federal grant to train law enforcement about DV in later life. Many community providers routinely provide free training to criminal justice agencies.

Language access to services has also made great strides including:

- A master contract with Language Line Services providing translators in over 175 languages.
- In 2007, AT&T donated mobile phones for police officers to connect to translation services when responding to monolingual victims.
- All criminal justice departments have protocols so victims can receive language appropriate services.

While great strides have been made, there are still key recommendations yet to be implemented. These include:

- Create a City-wide MOU to formalize City's response to domestic violence.
- Create protocols for communicating between agencies when handling Emergency Protective Orders
- Information access for Police officers in the fields when restraining orders are in place.
- Creating a system-wide stalking protocol.
- Continue to provide ongoing training on domestic violence, cultural competency, serving Limited English Proficiency victims and other underserved/underrepresented communities and LGBTQ survivors.
- Ensure safety and respect at the Hall of Justice.

Ms. Marshall reported that the success of the committee relied on open communication, cross-departmental cooperation, and support from the Mayor, Department Heads, and other stakeholders. The remaining recommendations merit the same dedication to continue implementation.

Ken Thiesen opened his remarks by thanking La Casa de las Madres, the Cooperative Restraining Order Clinic, the Asian Women's Shelter, the Institute on Aging, and his own agency, Bay Area Legal Aid, for being active participants on the Audit Implementation Committee. He also recognized the criminal justice agencies for their collaborative work. He explained that there were a few weaknesses of the committee. He highlighted the lack of participation by the courts. Appropriate training of judges has been an ongoing issue. Commissioner Soo recommended checking in with the Judicial Council to ensure that new judges or judges who are reassigned receive domestic violence training. Mr. Thiesen also explained that given the current budget cuts it is important to keep in mind how the cuts affects the various agencies that are providing key services. Most of the cuts that are being made are most like to affect women and girl services.

Captain John Ehrlich recognized the tremendous progress at the Adult Probation Department and the Sheriff's Department. Captain Ehlrich highlighted that this week the Courts will be meeting to discuss how to get the emergency protective orders into their system and therefore accessible to criminal justice agencies. Currently, the courts have a scanning system that takes up to 48 hours. The meeting focused on process changes to enable police officers to access emergency protective orders when they are entered into the system by the courts. Captain Ehrlich reported that one of the helpful tools that has come from the Safety Audit was the training officers received which was tremendously helpful.

Captain Ehrlich reported that some of the stations, including the Bayview and Ingleside stations, have received a 4-hour training on domestic violence. The department hopes to train another 500 officers.

Vice President Gulbengay suggested presenting the report to the Board of Supervisors to keep them informed of the work that is being done by the Department as well as letting them know what work still needs to be done.

Ms. Marshall informed the Commission that that the Oversight Panel is reviewing the recommendations and will be prioritizing the recommendations in the context of its Strategic Plan.

**3. JUSTIS Governance Council**

Dr. Murase explained that the JUSTIS Project began in 1999 as a federally-funded program to enable the case management systems of criminal justice agencies to communicate with each other via a centralized data hub. Although most departments are ready to go thru the Police Department requires additional time for technology upgrades. Currently not all police officers have access to email or voicemail. Although the project was once federally-funded, it now relies on General Funds.

President Shorter expressed how encouraging it is to hear that progress has been made but emphasized the importance of full implementation of the JUSTIS program despite the shrinking public resources.

**Public Comment**
Ken Thiesen, of Bay Area Legal Aid stated that creating a system like JUSTIS was one of the recommendations made back in October 1991, based on the 1990 Veena Charan domestic violence homicide. He stated that his agency serves 7 Bay Area counties and maintains a record management system that tracks thousands of records. He does not understand why the City cannot deploy a similar system.

Emberly Cross, Cooperative Restraining Order Clinic, stated that she is working on a committee of the Judicial Council that is looking at these issues. The city of Santa Ana in Orange County has a fully computerized system that enables police officers to see emergency protective orders in real time.

## VII. PUBLIC COMMENT

Roberta Toomer, Executive Director of WOMAN, Inc., thanked Commissioners for participating in the May 4 press conference and expressed her appreciation for the Mayor's decision on the Department's budget.

Maria Chavez, Executive Director of the Riley Center, also expressed appreciation to Commissioners for attending the Mother's Day press conference. She stated that she was extremely encouraged by the solidarity demonstrated by Commissioners and the grantees in advocating for domestic violence survivors and their families.

Pablo Espinoza, Communities United Against Violence, thanked the Commission for its leadership. He expressed alarm that the Police Department did not have adequate technology.

Morse Santiago, Executive Director of Asian Pacific American Family Services, thanked the Commission for its work. He stated that, as a new member of the community, he has felt privileged to work with such a collaborative collection of agencies.

## VIII. Adjourn

President Shorter asked that the meeting be adjourned in memory of Cynthia Selmar, a tireless advocate for health services in the African American community, who passed away a week ago.
**Action: Motion to adjourn.**
**m/s/c (Munter/Shorter/Unanimous)**
The meeting adjourned at 7:06 pm.

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City and County of San Francisco

# Commission on the Status of Women

*Mayor Gavin Newsom*

ANDREA SHORTER
President

KAY GULBENGAY
Vice President

DORKA KEEHN
Commissioner

CAROLENE MARKS
Commissioner

KATHERINE MUNTER
Commissioner

JULIE SOO
Commissioner

*EMILY MURASE, PhD*
*Executive Director*

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## COMMISSION MEETING AGENDA

**Wednesday, June 23, 2010**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

**Roster:**

| | |
|---|---|
| *President Andrea Shorter* | *Vice President Kay Gulbengay* |
| *Commissioner Katherine Munter* | *Commissioner Dorka Keehn* |
| *Commissioner Carolene Marks* | *Commissioner Julie Soo* |

*Total Estimated Meeting Time: 1 hr 33 minutes*

**I. CALL TO ORDER/ AGENDA CHANGES** — DISCUSSION/ACTION — *2 min.*

Remarks by President Shorter.

***Action: To approve the meeting agenda.***

**II. APPROVAL OF MINUTES** — DISCUSSION/ACTION — *5 min.*

Explanatory document – Draft Minutes from May 26, 2010.

***Action: To approve draft minutes from May 26, 2010.***

**III. EXECUTIVE DIRECTOR'S REPORT** — DISCUSSION — *20 min*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

**IV. CONSENT AGENDA** — DISCUSSION/ACTION — *10 min*

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

***Action: To approve the Consent Agenda.***

**A. Resolution Recognizing Vicki Hennessy Director of the San Francisco Department of Emergency Management**
**B. Resolution Recognizing the Bridges to Freedom Language Fluency Project Instructors**
**C. Resolution Recognizing the Late Effie Lee Morris**
**D. Resolution Recognizing Kate Kendell on the Occasion of PRIDE Month**

**V. OLD BUSINESS** — DISCUSSION

**A. Election of Officers** — **President Andrea Shorter** — *10 min*

The Commission will elected a President and Vice President for FY10-11 for a one-year term beginning July 1, 2010. Commissioner Kay Gulbengay and Commissioner Julie Soo have been nominated for President and Vice

President, respectively.

**Action: To elect Kay Gulbengay as President of the Commission for FY10-11.**
**Action: To elect Julie Soo as Vice President of the Commission for FY10-11.**

**B. Violence Against Women Prevention and Intervention Program (VAW) Update** *25 min.*

Grants Administrator Carol Sacco will provide an update on the VAW Grants for FY 2010-2011.

Invited:

1. Gum Moon

2. Jewish Family and Children's Services

3. Mary Elizabeth Inn

**C. Friends of the Commission Update** *15 min.*

Marily Mondejar, President of the Friends of the Commission, will provide an update on the Friends. Paula March, fundraising consultant, will give an update on the October 18 CEDAW Luncheon.

**VII. PUBLIC COMMENT** **DISCUSSION** *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

**IX. ADJOURNMENT** **ACTION** *1 min.*

Adjourn the meeting in memory of Anne Yamasaki and Norma Satten.

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*EMILY MURASE, PhD*
*Executive Director*

# COMMISSION MEETING MINUTES

**Wednesday, June 23, 2010**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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**Members Present**

President Kay Gulbengay
Vice President Julie Soo
Commissioner Dorka Keehn
Commissioner Andrea Shorter

**Staff Present**

Executive Director Emily Murase, PhD
Administrative Assistant Cynthia Green
Senior Gender Policy Analyst Anu Menon
Fiscal Policy Analyst Laura Marshall
Senior Grants Administrator Carol Sacco
Commission Secretary Cynthia Vasquez
PAAWBAC Intern Jaime Kozono
Undergraduate Intern Kendra Poppy
Undergraduate Intern Natalie Goodis

Excused: Commissioner Carolene Marks and Commissioner Katherine Munter

## I. CALL TO ORDER/ AGENDA CHANGES

President Shorter called the meeting to order at 5:07 pm.
**Action: Approved agenda.**
**m/s/c (Keehn/Soo/Unanimous)**
No public comment.

## II. APPROVAL OF MINUTES

President Shorter asked Commissioners to review the minutes from May 26, 2010.
**Action: Approved minutes from May 26, 2010.**
**m/s/c (Soo/Keehn/Unanimous)**
No public comment.

## III. CONSENT AGENDA

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

A. **Resolution Recognizing Vicki Hennessy Director of the San Francisco Department of Emergency Management**
B. **Resolution Recognizing the Bridges to Freedom Language Fluency Project Instructors**
C. **Resolution Recognizing the Late Effie Lee Morris**
D. **Resolution Recognizing Kate Kendell on the Occasion of PRIDE Month**

**Action: To approve the Consent Agenda.**
**m/s/c (Gulbengay/Soo/Unanimous).**

**Public Comment**

Vicki Hennessy thanked the Commission and the Department for this recognition. She stated that she had a long career in the Sheriff's Department and spent the last 4 years at the Department of Emergency Management. She recognized Lisa Hoffman, Director of Emergency Communication, who was responsible for the police reform that introduced a 911 code identifying a stalking for the first time.

Port Director Monique Moyer thanked the Commission for its recognition of Department Heads. Director Moyer stated that she is 1 of 3 women out of 92 Port Directors nation-wide. In terms of her work with Director Hennessy, she credited Ms. Hennessy with the superb handling of the Cosco Busan collision in the San Francisco Bay. Vice President Gulbengay also recognized Ms. Hennessy.

Lori Mesrobian, the Spanish language instructor, Sarah Curtin, the Spanish-speaking domestic violence advocate, Frances Lai, the Chinese language instructor, and Alice Biermen, the Chinese-speaking domestic violence advocate thanked the Commission for the recognition of their work on the Bridges to Freedom Language Fluency Project. They spoke about the effectiveness of the cross-training model that included participants from a variety of criminal justice and social service agencies, not only from San Francisco, but also from neighboring counties as well.

Commissioner Julie Soo made remarks in honor of Effie Lee Morris. Ms. Morris was a pioneer in the field of library services and, among many achievements, served as the first librarian of the San Francisco Public Library's children's collection.

President Shorter stated that this year marks the 40th anniversary of Pride month and it is most fitting that the Commission recognizes the work of Kate Kendell, Executive Director of the National Center for Lesbian Rights, based in San Francisco. Ms. Kendell explained that she is very passionate about her work and feels very privileged to do the work that she does. She thanked the Commission for the resolution.

## IV. EXECUTIVE DIRECTOR'S REPORT

Dr. Murase directed Commissioners to her written report. Dr. Murase announced that the Gender Equality Principles Initiative (GEP) website is set to launch this month (www.genderprinciples.org). The official launch of the website will be at the Friends CEDAW Luncheon that is scheduled for October 18. The website will feature an online self-assessment tool that companies can utilize to determine where they stand in terms of gender equity in the workplace. Dr. Murase will set up a meeting with Commissioners to discuss the next steps for this Initiative. Commissioner Soo would like to see some incentives for companies to participate in the assessments.

Dr. Murase reported that Policy Director Ann Lehman is currently in New York attending the UN Global Compact Leaders Summit 2010 and will provide a full report at the July meeting.

Dr. Murase reported that the Cantonese and Spanish *Bridges to Freedom* classes will conclude by the end of June and a total of 110 participants will have been trained. The majority of these participants are City employees in a variety of criminal justice, social service, and health fields, with the remainder coming from community-based agencies. Dr. Murase thanked Commissioner Soo for participating in the Cantonese class. Commissioner Soo recognized Fiscal and Policy Analyst Laura Marshall and PAAWBAC Intern Jaime Kozono for their great work with this project.

Dr. Murase announced that the 4th Annual Women's Policy Summit is scheduled for Wednesday, September 15, 2010, 11 – 5 pm, at the Milton Marks Auditorium in the State Building. The Department has been an active participant in the planning process, and will keep the Commission informed as the planning moves forward. The theme for this year's Summit will be "Building a Family-Friendly San Francisco".

Dr. Murase asked Commissioners to save the date for the Friends of the Commission 2010 CEDAW Awards Gala Luncheon on Monday, October 18, that will be held at the Merchants Exchange Building Julia Morgan Ballroom.

The Department was informed by the Real Estate Department that the Department of Public Health received a major federal grant to open a clinic for AIDS research and requires the entire ground floor of 25 Van Ness

Avenue. The target date for vacating our current space is next June. If the space negotiations go smoothly, staff hopes to move our offices in the November/December timeframe

Dr. Murase is pleased to announce that she attended the budget hearing before the Board of Supervisors and it was the smoothest budget approval process in her tenure. The Mayor fully and recognized the importance of the services the Department fund. Dr. Murase recognized the Partner Agencies and Commissioners for their support and avocation for the Department. President Shorter thanked the partner agencies and survivors for sharing their stories in support of vital services.

## V. OLD BUSINESS

### A. Election of Officers

At the May Commission meeting, the Commission approved nominations for President and Vice President for FY10-11, for a one-year term beginning July 1, 2010. Commissioner Kay Gulbengay and Commissioner Julie Soo were nominated for President and Vice President, respectively. President Andrea Shorter moved that Kay Gulbengay be elected President and Julie Soo Vice President of the Commission for FY10-11. Commissioner Keehn seconded the motion.

**Action: To elect Vice President Kay Gulbengay for President for 2010-2011.**
**m/s/c (Shorter/Keehn/Unanimous).**

**Action: To elect Julie Soo for Vice President for 2010-2011.**
**m/s/c (Shorter/Keehn/Unanimous).**

Commissioner Keehn thanked Commissioner Shorter for her leadership as President these last few years.

### B. Violence Against Women Prevention and Intervention Program (VAW) Update

Senior Grants Administrator Carol Sacco provided an update on the VAW Grants for FY2010-2011. She presented charts illustrating the breakdown of grants. A new RFP will be conducted in the coming fiscal year for the next 3-year cycle of grants. Carol reported that the Department does not have funds to commission a new needs assessment. Commissioner Keehn suggested conducting a survey of our Partner Agencies to identify changes to needs.

#### 1. Jewish Family and Children's Services

Julie Kaper of Dream House, Jewish Family & Children's Services, explained that Dream House has been around for 16 years, growing in capacity from 4 to 12 families. Women, many of whom have limited English proficiency and are on CalWorks, stay between 12 to 18 months in either of two residences located in quiet and safe neighborhoods. The facility offers intensive case management, weekly support groups, budgeting training, and referrals to vocational training and other programs in economic self-sufficiency.

She mentioned that an emerging need in the community is the problem of e-mail brides, women solicited through the Internet to come to the US to marry. Some of these women from abroad become victims of domestic violence, and then become stranded as undocumented residents. Commissioners expressed concern around this issue which deserves additional research and attention.

### C. Friends of the Commission Update

Friends President Marily Mondejar updated the Commission on the organization since her last report was provided last November. She introduced Friends Board member Carmen Campollo, President of the San Francisco Chapter of the National Association of Securities Professionals, and Paula March, a fundraising consultant who worked with the Fine Arts Museum for many years, and serves on the board of Leadership California with Ms. Mondejar. She walked Commissioners through the Friends website, reviewing board member profiles, the text of UN CEDAW, the membership application, and upcoming events.

Commissioners asked whether the Friends had a policy regarding accepting corporate sponsorships. Ms. Mondejar stated that there is not yet a policy, but this should be subject for discussion at the Friends retreat.
Commissioner Gulbengay stated that the Human Rights Commission maintains a list of companies that the City does not do business with.

Commissioners expressed deep appreciation to Ms. Mondejar and the Friends Board for achieving so much progress in the past year.

## VII. PUBLIC COMMENT

Beverly Upton of Domestic Violence Consortium, Aiko Pandorf of Asian Women's Shelter, and Emberly Cross of the Cooperative Restraining Order Clinic expressed appreciation for the collaborative efforts that resulted in protecting the budget for services that address violence against women. They were very pleased with the partnership with the Commission.

Commissioner Soo inquired about judicial training. Emberly Cross reported that the state Judicial Council, under Chief Justice Ronald George, is now requiring specialized judicial training whereas, in the past, this training was optional. Ms. Cross serves on the Violence Against Women Education Planning Committee at the Administrative Office of the Courts, which is responsible for developing the training.

## VIII. Adjourn

President Shorter asked that the meeting be adjourned in memory of Anne Yamasaki, Norma Satten, Effie Lee Morris, and Angelina Genaro Alioto.

**Action: Motion to adjourn.**

**m/s/c (/Unanimous)**

The meeting adjourned at 6:55pm.

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City and County of San Francisco
Commission on the Status of Women
*Mayor Gavin Newsom*

**KAY GULBENGAY**
President

**JULIE SOO GULBENGAY**
Vice President

**DORKA KEEHN**
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**ANDREA SHORTER**
Commissioner

***EMILY MURASE, PhD***
*Executive Director*

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# COMMISSION MEETING AGENDA

Wednesday, July 28, 2010
5:00 PM
City Hall, Room 408
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

**Roster:**

| | |
|---|---|
| *President Kay Gulbengay* | *Vice President Julie Soo* |
| *Commissioner Katherine Munter* | *Commissioner Dorka Keehn* |
| *Commissioner Carolene Marks* | *Commissioner Andrea Shorter* |

*Total Estimated Meeting Time: 1 hr 18 minutes*

**I. CALL TO ORDER/ AGENDA CHANGES** **DISCUSSION/ACTION** *2 min.*

Remarks by President Shorter.
***Action: To approve the meeting agenda.***

**II. APPROVAL OF MINUTES** **DISCUSSION/ACTION** *5 min.*

Explanatory document – Draft Minutes from June 23, 2010.
***Action: To approve draft minutes from June 23, 2010.***

**III. EXECUTIVE DIRECTOR'S REPORT** **DISCUSSION** *20 min.*

**A. Executive Director's Report** **Executive Director Murase**

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

**B. UN Global Compact Summit** **Policy Director Ann Lehman**

Policy Director Ann Lehman and Cecily Joseph of Symantec will report on the UN Global Compact Summit.

**IV. CONSENT AGENDA** **DISCUSSION/ACTION** *10 min.*

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***Action: To approve the Consent Agenda.***

**A. Resolution Recognizing the 20th Anniversary of the Americans with Disabilities Act**
**B. Resolution Recognizing the Honorable Mary Morgan**

## V. NEW BUSINESS DISCUSSION

**A. San Francisco Collaborative Against Human Trafficking Presentation** *20 min.*
Members of the Collaborative will provide an update on the various activities for the Collaborative.

**B. Asian Pacific Islander Legal Outreach** *15 min.*
Staff from the Asian Pacific Islander Legal Outreach will provide an overview of the Asian Anti-Trafficking Collaborative.

## VI. PUBLIC COMMENT DISCUSSION *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## VII. ADJOURNMENT ACTION *1 min.*

Adjourn the meeting.

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City and County of San Francisco
# Commission on the Status of Women
*Mayor Gavin Newsom*

**KAY GULBENGAY**
**President**

**JULIE SOO**
**Vice President**

**DORKA KEEHN**
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**REBECCA PROWDA**
**Commissioner**

**ANDREA SHORTER**
**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

## COMMISSION MEETING MINUTES

**Wednesday, July 28, 2010**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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| Members Present | Staff Present |
|---|---|
| President Kay Gulbengay | Executive Director Emily Murase, PhD |
| Vice President Julie Soo | Administrative Assistant Cynthia Green |
| Commissioner Dorka Keehn | Policy Director Ann Lehman |
| Commissioner Katherine Munter | Senior Gender Policy Analyst Anu Menon |
| Commissioner Rebecca Prowda | Fiscal Policy Analyst Laura Marshall |
| | Senior Grants Administrator Carol Sacco |
| | Commission Secretary Cynthia Vasquez |
| | Undergraduate Intern Natalie Goodis |
| | Undergraduate Intern Kendra Poppy |
| | Intern Olina Paul |

Excused: Commissioner Carolene Marks and Commissioner Andrea Shorter

## I. CALL TO ORDER/ AGENDA CHANGES

President Gulbengay called the meeting to order at 5:10 pm and welcomed new Commissioner Rebecca Prowda.
**Action: Approved agenda.**
**m/s/c (Keehn/Munter/Unanimous)**
No public comment.

## II. APPROVAL OF MINUTES

President Shorter asked Commissioners to review the minutes from June 23, 2010.
**Action: Approved minutes from June 23, 2010.**
**m/s/c (Soo/Keehn/Unanimous)**
Commissioner Keehn asked whether Commissioner Soo received information about intellectual property matters related to the Memorandum of Understanding with Calvert from the City Attorney's Office. Dr. Murase stated that a meeting had been scheduled earlier this week, but the City Attorney was not available to attend. The meeting will be rescheduled.

No public comment.

## III. EXECUTIVE DIRECTOR'S REPORT

### A. Executive Directors Report

Dr. Murase directed Commissioners to her written report. She welcomed Commissioner Prowda to her first Commission meeting. Dr. Murase announced that the Gender Equality Principles Initiative website was now available at www.*genderprinciples.org*. The *Bridges to Freedom* language fluency training program has concluded and statistics were included in the written report. Commissioners were advised that the Women's Policy Summit is scheduled for Wednesday, September 15, 12 - 5 pm at the Milton Marks Auditorium of the State Building, and the Friends of the Commission Gala Luncheon is set for Monday, October 18.

The Department will be presenting the *Courage to Change* report released by the Justice and Courage Oversight Panel to the Board of Supervisors Public Safety Committee on August 2, 2010.

### B. UN Global Compact Summit

Policy Director Ann Lehman and Cecily Joseph of Symantec reported on the UN Global Compact Summit held in New York in June. The presentation slides were included in the meeting packet. Ms. Joseph explained that Symantec is the Business Representative for US companies to the UN Global Compact. She works with US companies to convey information about the Global Compact Principles and works with US companies on implementing the principles.

Ms. Lehman reviewed the **Global Compact Principles:**
*Principle 1: Respect human rights*
*Principle 2: Do not be complicit in human rights abuses*
*Principle 3: Uphold freedom of association & right to collective bargaining*
*Principle 4: Eliminate forced & compulsory labor*
*Principle 5: Abolish child labor*
*Principle 6: Eliminate employment discrimination*
*Principle 7: Support precautionary approach to environmental challenges*
*Principle 8: Promote greater environmental responsibility*
*Principle 9: Encourage environmentally friendly technologies.*
*Principle 10: Work against corruption*

Ms. Lehman stated that the Commission resolution passed in support of the Women's Empowerment Principles was delivered to the UN Global Compact Summit leadership team. Ms. Joseph explained that Symantec is taking the goals and aspirations of the principles and making them real and implementable to US companies.

Key themes of the summit were summarized as follows:

- We are at a tipping point to create a sustainable economy.
- CEOs want investors to value sustainability in their long-term investments.
- In 4 years, companies valued at over US$20 trillion have signed on to the Principle for Responsible Investments.
- The UN Global Compact Principles just makes good business sense.
- Companies were seeking shared responsibilities through public/private partnerships.
- Businesses were positioned both as players and part of solution

In what she termed a "gender rebellion," Ms. Lehman reported that an ad-hoc committee of women leaders hijacked the microphone during the last session of the last day of the Summit to present the following policy recommendations to the plenary:

***1) Create a UN Global Compact Gender Committee.***
***2) Set a goal of 50% women on the Global Compact Board of Directors by 2015 (6/22 are currently women).***
***3) Adopt the Women's Empowerment Principles in recognition that women compose 40% of the global labor force.***

She concluded that the recommendations were well-received.

Dr. Murase explained that Ms. Joseph serves as the U.S. Representative to the Global Compact Steering Committee and has been instrumental in working with the Department to develop the Gender Equality Principles Initiative. She has also connected the Department more closely to the UN Global Compact. She thanked Ms. Joseph for her partnership.

Commissioner Soo directed her comments to Ms. Joseph. She informed her that former anchor Suzanne Shaw is now the news director of the local NBC affiliate in the Bay Area, and she has highlighted the lack of women corporate executives in the Silicon Valley. Ms. Joseph stated that her company is an example of this. She thanked Commissioner Soo for the information. Commissioner Soo also stated that one of her high school classmates, Aparna Mahrota, is at the UN can be contacted as a resource.

President Gulbengay thanked Ms. Joseph and Ms. Lehman for the presentation.

## IV. CONSENT AGENDA

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### A. Resolution Recognizing the 20th Anniversary of the Americans with Disabilities Act

### B. Resolution Recognizing the Honorable Mary Morgan

**Action: To approve the Consent Agenda.**
**m/s/c (Munter/Soo/Unanimous).**

**Public Comment**
President Gulbengay welcomed Judge Mary Morgan and other members of the judiciary who were in attendance: Honorable Lori Giorgi, Honorable Kathleen Kelly, Honorable Patrick Mahoney, Honorable Lillian Sing, Honorable John Stewart, Honorable Jeffrey Tauber, Honorable Richard Ulmer, Honorable Mary Wiss, Honorable Garrett Wong, Commissioner Rebecca Wightman, Ann Donlan and Michael Yuen were in attendance. Judge Mary Morgan accepted the recognition on behalf of her court that has worked for many, many years to ensure fairness and justice for domestic violence victims. Judge Morgan first came to the court in 1981. She served on the Domestic Violence Committee with Del Martin and Esta Soler who are giants in the San Francisco women's movement. She also recognized Judge Richard Ulmer who did pro-bono work on behalf of victims of domestic violence as an attorney, before his appointment to the bench.

Commissioner Keehn thanked Judge Mary Morgan for her dedicated efforts and for her close work with the Justice and Courage Oversight Panel.

Judge Morgan's successor Judge Garrett Wong stated that he looks forward to working with the Department.

Beverly Upton, of the Domestic Violence Consortium, thanked Judge Morgan for her leadership and compassion on both sides. Commissioner Soo expressed how glad she was to see so many esteemed judges in support of Judge Morgan's work.

President Gulbengay also recognized Sharon Johnson, the former Executive Director of the Commission on the Status of Women, who was in the audience.

## V. NEW BUSINESS

### A. San Francisco Collaborative Against Human Trafficking Presentation

Fiscal and Policy Analyst Laura Marshall introduced Nancy Goldberg, Co-Chair of the San Francisco Collaborative Against Human Trafficking (SFCAHT). Ms. Goldberg explained that the Collaborative started with just 4 organizations (the Jewish Coalition on Anti-Human Trafficking, Stand Against Global Exploitation, the Human Rights Commission, and the Commission on the Status of Women), but is now over 20, reflecting a diversity of government and community-based agencies. On January 11, 2010, Mayor Gavin Newsom officially launched the Collaborative.

Ms. Goldberg recognized the tremendous contributions of the late Norma Satten who was one of the original members of the Jewish Coalition on Anti-Human Trafficking which helped create the Collaborative. Ms. Goldberg reviewed current activities of Collaborative, including plans to roll out a monthly events calendar and a speaker's bureau. She reiterated the importance of public awareness among students, community groups, church groups and others. SFCAHT is also preparing pamphlets and informative materials to leave behind at a variety of community events.

Ms. Marshall reported that SFCAHT has planned a series of events for January 11 - February 12, 2011 that includes a student art project/logo contest and a community art challenge. The challenge would ask artists to use specified objects, for example a passport, airline tickets, and chains, to create work to raise awareness about human trafficking. A forum will be held to engage the community in more detailed and in-depth discussions and provide training to service providers working with survivors of trafficking,

Commissioner Soo requested Ms. Goldberg's assistance in identifying a speaker for the October board meeting of the St. Francis Memorial Hospital where she also serves.

Ms. Goldberg elaborated that artwork stemming from the community arts challenge could be used for awareness raising efforts year-round (e.g., billboards, bus shelter signs)

Ms. Marshall explained the following recommendations which can be implemented at low or no cost, or with federal, state, or private funding.

1. ***Expand Staff Training***
2. ***Broaden Dissemination of Trafficking-Related Data***
3. ***Engage the Public as Sources of Information***
4. ***Create Deterrence***
5. ***Expand Victim Services***
6. ***Modify Massage Parlor Inspections to Increase Effectiveness***
7. ***Create Forum for City-Wide Collaboration***

President Gulbengay thanked the speakers for the valuable information on such a sensitive subject.

### B. Asian Pacific Islander Legal Outreach

Dean Ito-Taylor, Executive Director of APILO, thanked the Commission and the Department for close to 30 years of support for domestic violence survivors and, more recently, for supporting anti-human trafficking efforts. Mr. Ito-Taylor introduced Cindy Liou, Staff Attorney and member of the Anti-Asian Trafficking Collaborative and SFCAHT. Ms. Liou explained that the Collaborative is based on a partnership between APILO, the Asian Women's Shelter, Cameron House, and Narika. They serve Asian, Russian, African, and Latina trafficking survivors.

Ms. Liou described a profile of a trafficked victim. A young woman was brought to the United States from South America by her godmother and was put to work at the godmother's home as a housekeeper. She was not given the basic necessities and was physically and mentally abused. She was forced to clean the entire house without any compensation other than room and board for 8 years. This trafficking victim was discovered at a hospital when she attempted suicide after being severely beaten. The godmother is just being sentenced for this crime, dating back to 2005, this year.

Since 2003, APILO has served over 350 trafficked victims between the ages of 9- 79 years old. Victims are usually trafficked by a family member, a community member, drug dealers, or someone they trust. There is a growing need for resources for male trafficked victims. A critical need is community outreach to especially non-English speaking communities on how to identify victims of human trafficking. Successful community outreach requires knowing your community, providing language access and cultural competence surrounding human trafficking. APILO has spent 600-700 hours a year providing training and outreach on human trafficking. Ms. Liou explained how important it is for community members to be able to identify trafficked victims as many of there referrals they receive come from neighbors, law enforcement personnel, church groups, co-workers, teachers, and their peers.

Commissioner Soo thanked Mr. Ito-Taylor for his leadership and Ms. Liou for her participation in the *Bridges to Freedom* trainings.

## VII. PUBLIC COMMENT

Nancy Goldberg suggested holding a future meeting as training for Commissioners and community members on identifying victims of human trafficking.

Cindy Liou reported that SB 1266, now being considered in the state legislature, provides alternative custody for non-violent offenders of which 70% are women. This would mean that mothers and pregnant women sentenced to state prison may be allowed to, instead, participate in residential treatment programs or go to transitional care facilities.

Eileen Purcell, Business Representative of the International Brotherhood of Electrical Workers Local Union 1245, explained that she represents 3,000 clerical workers of PG&E. The clerical workers are going into labor negotiations and PG&E is proposing a 2 tier wage system: the 1st tier would be current employees that will be grandfathered in at their current wage and the 2nd tier would be new employees hired at an entry level position which will make 30% less than their co-workers. This is a wage and equity issue as many of the clerical workers are people of color or women. Ms. Purcell invited Commissioners to sign a letter asking PG&E to reconsider the 2 tier system.

President Gulbengay thanked Ms. Purcell for bringing this to the attention of the Commission.

Sharon Johnson, former Executive Director of the Commission on the Status of Women, greeted the Commission and stated that she began working on pay equity issues back in 1977. In 1982-1983, Proposition E was passed to implement pay equity for the City of San Francisco. Ms. Johnson hopes that the Commission/Department can support this effort as it will harm the most vulnerable workers.

Beverly Upton, Executive Director of the Domestic Violence Consortium, announced that the Consortium will be honoring Commissioner Dorka Keehn on October 5 for her activism and leadership on the Justice and Courage Oversight Panel.

Commissioner Soo requested the following congratulatory letters:

1. A letter Lucy Koh who has been confirmed by the senate as the 1st Asian American Women to sit on the U.S District Court Judge for the Northern District of California
2. A congratulations letter to Justice Tani-Sakauye who has been appointed as California's Chief Justice
3. Thank Chief Justice Ronald George for his leadership in requiring domestic violence training for all Judges

Commissioner Prowda thanked everyone for their warm and generous welcome and stated she looks forward to working to better the lives of women and girls in San Francisco.

**VIII. Adjourn**
**Action: Motion to adjourn.**
**m/s/c (Munter/Soo/Unanimous)**
The meeting adjourned at 6:46m.

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City and County of San Francisco

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*Mayor Gavin Newsom*

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***EMILY MURASE, PhD***
***Executive Director***

## COMMISSION MEETING AGENDA

**Wednesday, August 25, 2010**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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**Roster:**
*President Kay Gulbengay* *Vice President Julie Soo*
*Commissioner Katherine Munter* *Commissioner Dorka Keehn*
*Commissioner Carolene Marks* *Commissioner Andrea Shorter*
*Commissioner Rebecca Prowda*

***Total Estimated Meeting Time: 1 hr 8 minutes***

### I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *2 min.*

Remarks by President Shorter.

***Action: To approve the meeting agenda.***

### II. APPROVAL OF MINUTES — DISCUSSION/ACTION — *5 min.*

Explanatory document – Draft Minutes from July 28, 2010.

***Action: To approve draft minutes from July 28, 2010.***

### III. EXECUTIVE DIRECTOR'S REPORT — DISCUSSION — *20 min.*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

### IV. CONSENT AGENDA — DISCUSSION/ACTION — *10 min.*

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***Action: To approve the Consent Agenda.***

**A. Resolution Recognizing the 100th Anniversary of the Angel Island Immigration Station**
**B. Resolution In Memory of the Life of Joannie Chang**
**C. Resolution Recognizing the Contributions of Amy Augustine**

### V. OLD BUSINESS — DISCUSSION

**A. Strategic Plan Update** — **Executive Director Emily Murase** — *10 min.*

Dr. Emily Murase will provide an overview of progress to date on the Commission's Strategic Plan.

## VI. NEW BUSINESS

**A. International Museum of Women Presentation** *15 min.*
Clare Winterton, Executive Director of the International Museum of Women, will update the Commission on its exhibits and activities.

**B. Appointments Accountability Ordinance** *10 min.*
A board member of the San Francisco Women's Political Committee will present information about the Appointments Accountability Ordinance that has been introduced at the Board of Supervisors. This proposed ordinance arose from the Commission's gender analysis of City Boards and Commissions to monitor the diversity of appointments.

**Action: To support the Appointments Accountability Ordinance**

## VII. PUBLIC COMMENT DISCUSSION *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## VIII. ADJOURNMENT ACTION *1 min.*

Adjourn the meeting.

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City and County of San Francisco
Commission on the Status of Women
*Mayor Gavin Newsom*

**KAY GULBENGAY**
President

**JULIE SOO**
Vice President

**DORKA KEEHN**
Commissioner

**CAROLENE MARKS**
Commissioner

**KATHERINE MUNTER**
Commissioner

**REBECCA PROWDA**
Commissioner

**ANDREA SHORTER**
Commissioner

***EMILY MURASE, PhD***
*Executive Director*

# COMMISSION MEETING MINUTES

**Wednesday, August 25, 2010**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

| **Members Present** | **Staff Present** |
|---|---|
| President Kay Gulbengay | Executive Director Emily Murase, PhD |
| Vice President Julie Soo | Administrative Assistant Cynthia Green |
| Commissioner Dorka Keehn | Senior Gender Policy Analyst Anu Menon |
| Commissioner Katherine Munter | Commission Secretary Cynthia Vasquez |
| Commissioner Rebecca Prowda | |
| Commissioner Andrea Shorter | |

Excused: Commissioner Carolene Marks

## CALL TO ORDER/ AGENDA CHANGES

President Gulbengay called the meeting to order at 5:10 pm.
**Action: Approved agenda.**
**m/s/c (Keehn/Munter/Unanimous)**
No public comment.

## II. APPROVAL OF MINUTES

President Shorter asked Commissioners to review the minutes from July 28, 2010.
**Action: Approved minutes from July 28, 2010.**
**m/s/c (Soo/Munter/Unanimous)**

No public comment.

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## III. EXECUTIVE DIRECTOR'S REPORT

### A. Executive Directors Report

Dr. Murase directed Commissioners to her written report. The final Gender Equality Principles Initiative (GEP) roundtable was held on August 19th at Google's San Francisco office. The topics covered were GEP Principles 6-7: Civic and Community Engagement and Transparency and Accountability. Dr. Murase thanked President Gulbengay for her participation at the roundtable. The GEP is now moving into a planning phase for the next steps. Dr. Murase announced that November 3rd will be the last meeting chaired by Commissioner Keehn as her tenure with the Commission will be ending in early 2011. The Domestic Violence Consortium will be honoring Commissioner Keehn on October 5 for her activism and leadership on the Justice and Courage Oversight Panel. Dr. Murase announced that October is Domestic Violence Awareness Month and the Department will be conducting the annual cell phone drive for the 3rd consecutive year. CAWA will also be hosting their Beijing+15 Summit on Saturday, September 25, 2010, 9 am – 4 pm at the Delancey Street Foundation.

Dr. Murase thanked Commissioner Julie Soo for her participation with the Family Violence Council. Dr. Murase reported that on August 2 Fiscal Policy Analyst Laura Marshall presented the *Courage to Change* report to the Public Safety Committee of the Board of Supervisors. Wendy Stills with the Adult Probation Department provided testimony on the many changes that occurred at the Department as a result of the Justice and Courage Domestic Violence Safety Audit.

President Gulbengay acknowledged Senior Gender Policy Analyst Anu Menon and Policy Director Ann Lehman for their work with the GEP. President Gulbengay expressed how overwhelmed she was to see the support of the Private Sector partners and their response to the GEP. If we can get this type of support for such an initiative it should be able to go to other counties.

## IV. CONSENT AGENDA

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

**A. Resolution Recognizing the 100th Anniversary of the Angel Island Immigration Station**
**B. Resolution In Memory of the Life of Joannie Chang**
**C. Resolution Recognizing the Contributions of Amy Augustine**

**Action: To approve the Consent Agenda.**
**m/s/c (Keehn/Shorter/Unanimous).**

Commissioner Soo will be presenting the resolution honoring the life of Joannie Chang at a memorial ceremony.

No public Comment.

## V. OLD BUSINESS

### A. Strategic Plan Update

Dr. Murase reviewed the Fiscal Year 2009-2010 Annual Report. She explained that the agency's work is divided into two broad areas: women's human rights and women's health and safety. The overarching goal in women's human rights is to ensure the human rights of women and girls in San Francisco and beyond. She reviewed the 6 related goals and achievements under each.

*1. Create gender equality in budgets, workplaces, policies, and programs in the City and County of San Francisco.*
We issued the *Gender Responsive Budgeting: Path to Accountability and Data-Based Decision-Making,* February 2010. In terms of gender-analysis, we issued the *Gender Analysis of San Francisco Commissions and Boards, 2009.* We also worked with the Department of Human Resources to identify City layoffs by gender in July 2009. The UN Women's Empowerment Principles announced in March is based on the San Francisco Gender Equality Principles Initiative.

*2. Create gender equality in San Francisco's private sector workplaces.*
As part of the Gender Equality Principles Initiative, we hosted a webinar on legal issues (July 2009), corporate roundtables (November 2009, April 2010), launched a web tool (June 2010), and partnered with the Northeastern Law School to conduct research into legal frameworks for gender equity in the US and in Europe.

*3. Expand women's equality nationally and globally.*
In the past year, staff members have conducted extensive promotion and training on the UN Convention to Eliminate All Forms of Discrimination Against Women (CEDAW), including at the following events.

a. UN Global Compact Center committee meetings
b. UN Institute for Training and Research Presentation on Gender Violence, October 2009
c. UN Commission on the Status of Women Non-Governmental Organizations Parallel Session presentations, March 2010.
d. UN Treaty Review sessions in Berkeley, March 2010
e. Human Rights Impact: General Issues and Sectoral Perspectives Forum, Columbia University Law Journal, May 2010.
f. Global Compact Leaders Summit 2010, July 2010

*4. Promote women's leadership opportunities in San Francisco*

The Department supported the following events and activities.

a. Women's Police Summit, October 2009
b. Women's History Month, March 2010
c. San Francisco State University Gender and Public Policy Roundtable, April 2010
d. Updating "Road to Leadership" brochure, spring 2010.

*5. Ensure all women in San Francisco have the opportunity for economic independence.*
Staff members have focused on developing the Gender Equality Principles Initiative and expanding federal stimulus funding to include more opportunities for women through the following events and activities.

a. US Department of Labor Contractors Forum, September 2009
b. Board of Supervisors Hearing on Women and the Economic Crisis, December 2009
c. JobsNow Program staffing.

*6. Provide the research and resources necessary to assist government and community policy-makers and advocates in the promoting the rights of women and girls.*

Staff issued the *Report on the Status of Women in San Francisco, 2009* and continues to monitor legislative and policy action at the national, state, and local levels.

The overarching goal in women's health and safety is to end all forms of violence against women. She reviewed the 4 related goals and achievements under each.

*1. Create a comprehensive safety net for women survivors of violence through the administration of the Violence Against Women Prevention & Intervention Grants Program.*
Grants Administrator Carol Sacco has assumed a leadership role on the City-wide Non-Profit Monitoring Task Force. Staff convened the Annual Partner Agency Conference on major donors in January 2010. Dr. Murase briefly reviewed performance outcomes for the VAW Grants Program.

*2. Create a seamless criminal justice response to domestic violence.*
Staff members have worked on the following initiatives.

a. Committee on Housing for Domestic Violence Survivors
b. Audit Implementation Committee and the release of the *Courage to Change Final Report,* May 2010
c. Ongoing oversight for the JUSTIS implementation.
d. The Bridges to Freedom language fluency project which trained 112 criminal justice and social service responders in Spanish/Cantonese DV terminology, January - June 2010.

*3. Coordinate community-based and City-wide family violence prevention and intervention efforts in San Francisco.*
Staff supported the following activities:

a. Convening an Intervention Committee to develop a child abuse intervention program.
b. Forensic Digital Photography Training, November 2009
c. Dashboards and reports including the First Comprehensive Report on Family Violence in San Francisco, 2009 and Family Violence Dashboards, February 2010.

*4. End the trafficking of women into San Francisco and the wider Bay Are and address the needs of trafficking survivors.*
Staff engaged in the following activities.

a. Launched the San Francisco Collaborative Against Human Trafficking, January 2010
b. Public Awareness Campaign, January - February 2010
c. Data Collection Committee.

Dr. Murase concluded with department administration that has the overarching goal of creating efficient internal operations that allow the Department to meet all external responsibilities and objectives. She reviewed the 2 related goals and achievements under each.

1. *Carry out all essential internal operations necessary to ensure smooth operation of the Department and Commission.*

Staff members have benefited from JobsNow, Leadership CA, and Leadership SF. The Department hosted interns from San Francisco State University Graduate School of Social Work and the Willie Brown Public Policy Institute, the Pacific Asian American Women Bay Area Coalition, and colleges from across the country.

2. *Provide high quality customer service to individual constituents, community and government agencies, and all others are accessing Department Services.*

Executive Secretary Cynthia Vasquez has focused on comprehensive referrals to the public and all staff members have engaged in numerous instances of public outreach and promotion, including census outreach and a cell phone drive last October as part of Domestic Violence Awareness Month.

Commissioner Shorter thanked Dr. Murase for her informative presentation. She wanted to know about the status of the gender analysis of Commissions and Boards as well as the various city Departments. Dr. Murase explained that the Department is now required to provide a gender analysis of Boards and Commissions every 2 years. While there have been appointments of women onto City Boards or Commissions, it is important for women to be represented on bodies with large budgets. Commissioner Soo explained Department staff drafted a template to be used by City Departments in reporting demographics of Commissions and Board members.

Commissioner Keehn acknowledged the staff for all of the work and accomplishments made over the last year. Commissioner Shorter praised the Department and, in particular the Department's internship program. She reminded the Commission that the Department continues to be short staffed and that the intern program should not be relied upon to permanently fill the gap in staffing.

Commissioner Munter wanted to know about the needs or current gaps of the Department. Dr. Murase explained that the GEP program will be moving on to a new stage and will likely need more staffing. The Department was successful in training staff from the Fulton County in Atlanta, Georgia on gender budgeting which they have now implemented in all county departments. Due to a staffing shortage, the Department has not been able to do substantive policy work on girls over the last few years.

Commissioner Keehn thanked the Department for the high quality of work despite limited staffing.

## VI. NEW BUSINESS

### A. International Museum of Women Presentation

Clare Winterton, Executive Director of the International Museum of Women (IMOW), thanked the Commission and Dr. Murase for the opportunity to share the work of the Museum. Ms. Winterton explained that the IMOW is a social change museum that inspires global action, connects people across borders, and amplifies the voices of women worldwide through global online exhibitions, history, the arts and cultural programs that educate, create dialogue and build community. IMOW is a San Francisco web-based museum with 24/7 accessibility in multiple languages that include: English, Spanish, French, and Arabic. The museum fuels women's self expression and creativity by using art and multi-media as a gateway to social change. Since 1994, the exhibits have been available on-line and curated online, there have been some physical exhibits and some exhibits that have travelled. Some of the exhibits are photographs, podcasts, videos, or paintings.

As a part of its mission, IMOW conducted evaluations to gather information of the social change the museum encourages. In 2008, 64% reported intensified attention to global women's issues and 40% reported getting involved or intended to get involved in personal action-steps towards gender equity. In 2007, 73% reported 3 or more personal changes (in attitudes, opinions or aspirations) as a result of engagement and 57% reported taking three or more action steps in support of advancing women's opportunities and leadership.

Ms. Winterton explained that public programming has featured conversations with labor activist Dolores Huerta, author and columnist Nicholas Kristof, and, upcoming speaker, Ingrid Betancourt, a former Columbian hostage.

IMOW has been successful in building a vibrant global audience with 50,000+ visitors per month, 3 million participants in the last 4 years and visited by over 200 countries. The top cities for global web-traffic are from the following countries:

1. United States
2. India
3. France
4. Canada
5. United Kingdom
6. Spain
7. Chile
8. Mexico
9. Saudi Arabia
10. Egypt

The following are recent IMOW exhibitions:

- Imagining Ourselves 2006-2007
- Women, Power and Politics (2008)
- Economica

Forthcoming exhibitions include:

- Economica Focusing on Latin America: Costa Rica, Mexico, and Argentina (October 2010)
- Young Women Speak the Economy, which will be physically exhibited in Denmark, Sudan, Filipines and the United States (April 2011).
- Global Motherhood/Maternal Health, which will focus on maternal deaths and women's human rights (September 2011).

Commissioner Soo wanted to know why the exhibit was not available in Chinese considering the large Chinese population here in San Francisco. Ms. Winterton explained that censorship issues may prohibit use or viewing in China.

As a former board member, Commissioner Shorter expressed how impressed she was to see how far IMOW has come. Commissioner Shorter wanted to know why the 4 countries had been chosen to physically have exhibits. Ms. Winterton explained that the partnerships at each location with practicality and logistics were the reason for those choices. Commissioner Shorter also wanted to know if there was a sense of how the work of the museum has had any impact in any policy arena. Ms. Winterton explained that they would like to take the information that they have been able to gather to show policy makers what an influence the museum has made.

Commissioner Soo suggested contacting the Chinese Women's Federation to bring more knowledge of the IMOW to a new population.

**B. Appointments Accountability Ordinance**

Heidi Sieck, President of the San Francisco Women's Political Committee (SFWPC) and co-founder of the Women's Policy Summit, presented information about the Appointments Accountability Ordinance was introduced at the Board of Supervisors and referred to the Rules Committee. This proposed ordinance arose from the Commission's gender analysis of City Boards and Commissions to monitor the diversity of appointments. Ms. Sieck thanked the Commission and Department for their support and partnership in this effort.

Ms. Sieck explained that the SFWPC's mission is to support women in leadership and support women perusing leadership positions, particularly public office. It also serves as an advocacy group to promote economic development and economic stability, and to gather many women's groups together to work together.

The purpose of the legislation is to establish and maintain a centralized and publicly accessible online database of information related to appointments to City Boards and Commissions. This would include all Boards and Commissions, names of current commissioners, term dates, and who is responsible for in making the appointments.

Once the proposed ordinance is adopted, practical implementation of it will need to be established by the City. Ms. Sieck emphasized how helpful a centralized website would be for the Department when conducting its bi-annual gender analysis of Boards and Commissions. Ms. Sieck requested the Commission to support the proposed ordinance.

Commissioner Keehn explained that this ordinance has been a long time coming and promises to be a great tool for diverse leadership. Commissioner Shorter stated how important this ordinance is in providing transparency and a centralized location for this data.

**Action: To support the Appointments Accountability Ordinance.**
**m/s/c (Keehn/Munter/Unanimous)**

## VII. PUBLIC COMMENT

Papia Gambelin, Manager of Government Relations with Pacific Gas and Electric (PG&E) explained that PG&E strives for diversity, inclusion, gender equality, and to represent the communities served. For the past 25 years, PG&E has had a women's resource group. Nationally, women make up 25.1% in this non-traditional workforce whereas PG&E has the highest rate at 29.7% women employees among peer companies.

Debbie Manti, a representative with the International Brotherhood of Electrical Workers and a former PG&E employee explained that she is requesting the support of the Commission to not support a 2-tier wage system that PG&E is currently proposing. Clerical workers will soon be in contract negotiations and the 2-tier system would create entry level pay levels just above the poverty level. The clerical division is made up of 59% people of color and 74% women.

Mike Marasaki gave public testimony on homeless women he has encountered on streets of San Francisco and requested resources to obtain assistance for this population. He was referred to 311 where operators could connect him to appropriate services.

Commissioner Soo reminded the Commission that August 26 is the 90th Anniversary of Woman's Equality Day as well as the 100th Anniversary of the Angel Island Immigration Station which is where her grandmother entered the United States. Commissioner Soo also wanted to congratulate Lucy Koh who has been confirmed by the U.S. Senate as the first Asian American Woman appointed to the U.S District Court for the Northern District of California.

## VIII. Adjourn

**Commissioner Soo requested the meeting be adjourned in memory of the late Joannie Chang.**
**Action: Motion to adjourn.**
**m/s/c (Keehn/Munter/Unanimous)**
The meeting adjourned at 6:36m.

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**ANDREA SHORTER**
Commissioner

***EMILY MURASE, PhD***
*Executive Director*

# COMMISSION MEETING AGENDA

**Wednesday, September 22, 2010**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

**Roster:**
*President Kay Gulbengay* — *Vice President Julie Soo*
*Commissioner Katherine Munter* — *Commissioner Dorka Keehn*
*Commissioner Carolene Marks* — *Commissioner Andrea Shorter*
*Commissioner Rebecca Prowda*

*Total Estimated Meeting Time: 1 hr 8 minutes*

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## I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *2 min.*

Remarks by President Gulbengay.
***Action: To approve the meeting agenda.***

## II. APPROVAL OF MINUTES — DISCUSSION/ACTION — *5 min.*

Explanatory document – Draft Minutes from August 25, 2010.
***Action: To approve draft minutes from August 25, 2010.***

## III. EXECUTIVE DIRECTOR'S REPORT — DISCUSSION — *20 min.*

### A. Executive Director's Report — Executive Director Murase

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

## IV. CONSENT AGENDA — DISCUSSION/ACTION — *10 min.*

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*
***Action: To approve the Consent Agenda.***

A. Resolution Recognizing Maria Bee on the Occasion of Domestic Violence Awareness Month
B. Resolution Recognizing the 2010 CEDAW Women's Human Rights Awardees
C. Resolution Recognizing the 15th Anniversary of the Women's Intercultural Network

## V. NEW BUSINESS

### A. Presentation by Spark, a new human rights philanthropic organization — *15 min.*

25 Van Ness Avenue, Suite 130
San Francisco, CA 94102
(415) 252-2570
(415) 252-2575 fax
cosw@sfgov.org
www.sfgov.org/cosw

**City and County of San Francisco**

# Commission on the Status of Women

*Mayor Gavin Newsom*

KAY GULBENGAY
President

JULIE SOO
Vice President

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## COMMISSION MEETING MINUTES

**Wednesday, September 22, 2010**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

| **Members Present** | **Staff Present** |
|---|---|
| Vice President Julie Soo | Executive Director Emily Murase, PhD |
| Commissioner Dorka Keehn | Administrative Assistant Cynthia Green |
| Commissioner Katherine Munter | Fiscal Policy Analyst Laura Marshall |
| Commissioner Rebecca Prowda | Senior Gender Policy Analyst Anu Menon |
| Commissioner Andrea Shorter | Commission Secretary Cynthia Vasquez |

Excused: President Gulbengay and Commissioner Carolene Marks

## I. CALL TO ORDER/ AGENDA CHANGES

Vice President Julie Soo called the meeting to order at 5:10 pm and gave welcoming remarks. She proposed an addition to the agenda that was purely informational.

**Presentation by film Director Michealene Risley on Tapestries of Hope**

Tapestries of Hope: Women of Africa is a new film about the exploitation of girls in Zimbabwe.

**Action: Approved amended agenda.**
**m/s/c (Keehn/Munter/Unanimous)**
No public comment.

## II. APPROVAL OF MINUTES

President Shorter asked Commissioners to review the minutes from August 25, 2010.
**Action: Approved minutes from August 25, 2010.**
**m/s/c (Keehn/Shorter/Unanimous)**
No public comment.

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## III. EXECUTIVE DIRECTOR'S REPORT

### A. Executive Directors Report

Dr. Murase directed Commissioners to her written report. The final Gender Equality Principles Initiative (GEP) roundtable was held on August 19 at Google's San Francisco office. The topics covered were GEP Principles 6-7: *Civic and Community Engagement* and *Transparency and Accountability*. The official launch will be on October 18, at the 2010 CEDAW Awards Gala Luncheon. Dr. Murase announced that invitations for the Gala were sent out and sponsorships were coming in.

Senior Gender Policy Analyst Anu Menon is spearheading the partnership with the Northeastern University School of Law's Legal Skills in Social Context (LSSC) program. A team of 14 law students that will work on a legal project related to the Gender Equality Principles Initiative. Last year the students created a practitioner's guide on work life balance which is featured on the GEP website.

As part of Justice and Courage, the Department is also working with the San Francisco Housing Authority to collaboratively try to implement recommendations that would keep survivors of domestic violence residing in public housing.

The San Francisco Collaboration Against Human Trafficking, composed of city agencies and organizations fighting human trafficking, continues to plan events for the January/February Awareness Campaign as well as the spring forum. One idea is to challenge artist to create items of artwork using items such as chains, a passport, and airline tickets, and to be exhibited in vacant storefronts and City Hall.

Dr. Murase announced that the Department will be raising awareness and highlighting October as Domestic Violence Awareness Month through our annual cell phone drive. The Department continues to partner with Verizon Wireless to provide free cell phones for victims of domestic violence.

Dr. Murase announced that the Department has welcomed a new Willie L. Brown, Jr. Public Policy Institute Fellow Tracy Williams who is a senior at San Francisco State University. The Department's Gender Equality Principles Fellow Mariya Taher has had her assignment extended until December. She will also be supporting the Friends fundraising event. At the end of December, we will be welcoming Korean researcher Sook-Ja Kim of the Korean Ministry of Gender Equality and Family. She will be housed at the Department full-time for 1 year to learn about and support our gender policy work. Dr. Murase thanked Public Service Trainee Cynthia Green whose tenure through the Jobs Now Program concludes next week. Ms. Green has contributed a great deal and gained many new skills through her work at the Department.

Dr. Murase proudly announced that the Domestic Violence Consortium will be honoring Commissioner Keehn on October 5 for her activism and leadership on the Justice and Courage Oversight Panel.

Cynthia Green thanked the Department for her experience and the knowledge she was able to gain during her tenure at the Department.

## IV. CONSENT AGENDA

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

A. Resolution Recognizing Maria Bee on the Occasion of Domestic Violence Awareness Month
B. Resolution Recognizing the 2010 CEDAW Women's Human Rights Awardees
C. Resolution Recognizing the 15th Anniversary of the Women's Intercultural Network

**Action: To approve the Consent Agenda.**
**m/s/c (Shorter/Munter/Unanimous).**

Maria Bee, Director of the Office of the District Attorney Victim Witness Division, thanked the Commission for the honor. She recognized District Attorney Kamala Harris for protecting resources for the Victim Witness Services Division, and thanked her staff members for their hard work.

On behalf of the Justice & Courage Oversight Panel, Commissioner Keehn thanked Ms. Bee for her dedicated efforts. Ms. Murase recognized Ms. Bee for her staffing of the Family Violence Council and for her steadfast support of the Department. Commissioner Shorter congratulated Ms. Bee on her tireless efforts.

Vice President Julie Soo announced the CEDAW Women's Human Rights Awardees.

| | |
|---|---|
| *Community-Building* | **Adrienne Pon,** Executive Director San Francisco Office of Civic Engagement and Immigrant Affairs |
| *Corporate Leadership* | **Barbara Krumsiek,** President, Chief Executive Officer and Chair of Calvert Group, Ltd. |

| | |
|---|---|
| *Education* | **Olga Talamante,** Executive Director, Chicana/Latina Foundation |
| *Entrepreneurship* | **Sherri Burke,** Founder/Board Member, Professional Healthcare at Home |
| *Environment* | **David Assmann,** Deputy Director, San Francisco Department of the Environment |
| *Labor* | **Meg Vasey,** Executive Director, Tradeswomen, Inc. |
| *Philanthropy* | **Susie Tompkins Buell,** Founder, Susie Tompkins Buell Foundation |
| *Legacy* | **Barbara Kaufman,** Director, San Francisco Regional Office of Governor Arnold Schwarzenegger, and<br>**Cecily Joseph,** Director of Corporate Responsibility, Symantec Corporation |

## V. NEW BUSINESS

### A. Presentation by Spark, a new human rights philanthropic organization

Megan Cayler, Stephanie Block, and Lisa Jacobs of Spark gave a presentation about Spark, a San Francisco-based organization that seeks to connect local and global communities. The network which started with 6 members 5 years ago now includes 5,000 members (50% men, 40% ethnic minorities). The group has raised over $1 million in grant funds to local and overseas programs that promote the human rights of women and girls.

Ms. Keeler explained that the organization focuses on 4 activities:

1. *Education*: Educates its community on issues that impact women and girls through educational forums, volunteer opportunities, and international delegation trips.
2. *Community Building*: Spark cultivates a community of young professionals who are actively engaged in global women's issues thru social networkings: such as "Sparks Cocktails for a Cause" events and "Drinks That Do Good" events organized by Spark Champions.
3. *Advocacy*: Spark engages the community to support policy initiatives which benefit women and girls both locally and globally.
4. *Grantmaking*: Spark harnesses the philanthropic spirit of its community to raise money for and give capacity-building grants to grassroots women's organizations that create positive social change in their communities. Spark usually grants $40-$50,000 annually.

Lisa Jacobs gave a presentation about the Akili Dada project, in partnership with a Kenyan woman who is a professor at the University of San Francisco. Akili Dada is designed to open higher education opportunities for Kenyan young women. About 70% of Kenyan young women are denied higher education. With an initial grant by Spark, the Akili Dada project was able to leverage those funds and receive funding from the Global Fund for Women and recognition from the United Nations. Spark members also help Akili Dada by providing technical support, assisting with accounting needs, and creating a web presence.

Stephanie Black, Event Chair, invited Commissioners to the 5th Annual Black & Pink Ball on October 15, 2010. The event sold out last year with 1,000 attendees.

Commissioner Munter asked about the membership. There are about 3,000 dues paying members, 5,000 who receive communications on a regular basis.

Commissioner Prowda asked about grantmaking. Previously, the board used to make grantmaking decisions, but now the membership is involved in the awards. Priorities are set annually. This year, the priorities are education and employment. Dr. Murase asked about San Francisco-based grantees and the size of grants. Spark has funded a psychologist at the Center for Young Women's Development psychologist for emotional therapy. Grants range from $1,500 - $10,000. Commissioner Shorter asked about the annual budget. The annual operating budget is $275,000, 5% to direct programming costs.

### B. Presentation by the San Francisco Chapter of the UN Development Fund for Women (UNIFEM)

Carrie Dickenson and Advocacy Officer Benedicte Richardson provided an overview of the San Francisco Chapter. Carrier explained that UNIFEM provides financial and technical assistance for the development of innovative programs and strategies that promote women's human rights, political participation and economic security. UNIFEM works in partnership with UN organizations, governments, Non Government Organizations and networks to promote gender equality. It links women's issues and concerns to national, regional and global agendas by fostering collaboration and providing technical expertise on women's empowerment strategies.

UNIFEM places the advancement of women's human right at the center of all its efforts including:

- Promoting women's political participation and good governance to ensure that decision-making processes are participatory, responsive, equitable and inclusive.
- Working to include women in conflict resolution and peace building processes, and to provide security responses to sexual violence in conflict.
- Bringing gender equality into economic policies and expands women's access to markets, goods and services
- Spearheading strategies that link HIV and AIDS to underlying factors such as violence against women, feminized poverty and women's limited voice in decision-making.
- Working to prevent sexual and gender-based violence and to provide justice, support and services for survivors.

Below are some events, campaigns and other ways to collaborate with UNIFEM.

- Advocacy on CEDAW and I-VAWA
- Monthly Film Screenings
- World AIDS Day, Dec 1
- 16 Days of Activism against Gender Violence, Nov 25 to Dec 10
- 100th Anniversary of International Women's Day, Walk to End Violence Against Women, Mar 8

There are chapters of UNIFEM in Georgia, Massachusetts, Illinois, Florida, New York, District of Columbia, North Carolina, San Francisco and Southern California. In 1983, the US National Committee became a 501(c)3 and the San Francisco Chapter was organized last August. The San Francisco Chapter has 500 members.

Commissioner Shorter asked if the SF Chapter has connected with other human rights organizations. Ms. Dickenson explained they are still a new chapter and they are beginning to make contact with the various organizations. Commissioners suggested a variety of organization to collaborate with including the Hepatitis B Campaign, suggested by Commissioner Soo.

### C. Presentation by Michealene Risley, producer of the new documentary Tapestries of Hope

Michealene Risley screened a trailer of her new documentary. She announced that there will be full screenings at 7:30 pm on Tuesday, September 28 in San Francisco, Berkeley, and Palo Alto. *Tapestries of Hope* is a documentary and social entrepreneurship effort to bring awareness about the story of globally renowned human rights activist Betty Makoni and the Girl Child Network (GCN) in Zimbabwe, Africa. Thru a variety of social media networks, including Facebook and Twitter, Ms. Risley has been able to spread the word about the screening and of the work that she is doing to over 19 million people. Ms. Risley's first film was *Flash Cards: "Child Abuse in America*", which has been used to train Canadian officers on signs of child abuse.

While filming *Tapestries of Hope* in Zimbabwe, Ms. Risley was arrested and detained with no food or water. Through connection on Facebook, she was freed and deported back to the United States. She continues to work on her goal to get Congress to vote on the International Violence Against Women Act.

Commissioners encouraged Ms. Risley to get in touch with local representatives to encourage their support of her work and the International Violence Against Women Act.

## VII. PUBLIC COMMENT

Beverly Upton of the Domestic Violence Consortium expressed her deep appreciation of Maria Bee of the District Attorney's Office. She announced the Commissioner Keehn will be honored at the Domestic Violence Consortium event October 5.

Vice President Soo acknowledged and thanked Dr. Murase and Gender Equality Fellow Mariya Taher who will be presenting at the St. Francis Memorial Women's Doctor Dialogue, chaired by Dr. Patricia Galamba, the first women

Chief of Staff at the hospital. Commissioner Soo added that they President of both the Board of the Friends and the Foundation are also women.

Woman Chief of Staff
Woman President of the Foundation
Woman President of the Board of Trustees.

## VIII. Adjourn

*Vice President Soo requested adjourning the meeting in honor of Charlie Myers, the father of the youngest Assemblyman Aline Myers and Professor Franz Shurman who founded New California Media, a consortium of 2,000 ethic media outlets.*

**Action: Motion to adjourn.**
**m/s/c (Soo/Munter/Unanimous)**
The meeting adjourned at 6:36m.

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City and County of San Francisco
Commission on the Status of Women
*Mayor Gavin Newsom*

**KAY GULBENGAY**
**President**

**JULIE SOO**
**Vice President**

**DORKA KEEHN**
**Commissioner**

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**Commissioner**

**ANDREA SHORTER**
**Commissioner**

***EMILY MURASE, PhD***
***Executive Director***

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# COMMISSION MEETING AGENDA

**Wednesday, October 27, 2010**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

**Roster:**
*President Kay Gulbengay*
*Commissioner Katherine Munter*
*Commissioner Carolene Marks*
*Commissioner Rebecca Prowda*
*Vice President Julie Soo*
*Commissioner Dorka Keehn*
*Commissioner Andrea Shorter*

*Total Estimated Meeting Time: 1 hr 6 minutes*

## I. CALL TO ORDER/ AGENDA CHANGES — DISCUSSION/ACTION — *2 min.*

Remarks by President Gulbengay.
***Action: To approve the meeting agenda.***

## II. APPROVAL OF MINUTES — DISCUSSION/ACTION — *5 min.*

Explanatory document – Draft Minutes from September 23, 2010.
***Action: To approve draft minutes from September 23, 2010.***

## III. EXECUTIVE DIRECTOR'S REPORT — DISCUSSION — *10 min.*

**A. Executive Director's Report** — **Executive Director Murase**

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

## IV. CONSENT AGENDA — DISCUSSION/ACTION — *10 min.*

*All matters listed hereunder constitute a Consent Agenda and are considered to be routine by the Commission on the Status of Women. They will be acted upon by a single roll call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission so requests, in which event the matter shall be removed from the Consent Agenda and considered as a separate item. Members of the public may speak on each item listed on the Consent Agenda.*

***Action: To approve the Consent Agenda.***

A. Resolution Recognizing November 25th as the International Day for the Elimination of Violence towards Women and Girls
B. Resolution Recognizing Charlie Toledo On the Occasion of Native American Heritage Month
C. Resolution recognizing Liz Aguilar-Tarchi on the occasion of the Claire Joyce Tempongko Memorial Mass
D. Resolution Recognizing the Friends of the Commission on the Status of Women
E. Resolution Recognizing Asian Pacific Islander Legal Outreach on the Occasion of its 35th Anniversary

## V. NEW BUSINESS

**A. National Organization of Women Presentation** *10 min.*
Mona Lisa Wallace will give an overview of the San Francisco Chapter.

**B. Amnesty International Presentation** *10 min.*
Rini Chakraborty, Western Regional Director with Amnesty International USA, will give an overview of the San Francisco Chapter.

**C. Women's Intercultural Network – California Women's Agenda** *10 min.*
A board member will provide a debrief about the September 25 summit.

**D. COSW Strategic Planning Retreat Agenda** *10 min.*
The Commission will review the retreat agenda.

## VI. PUBLIC COMMENT DISCUSSION *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## VII. ADJOURNMENT ACTION *1 min.*

Adjourn the meeting.

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# October 27, 2010 *Meeting Canceled*

COSW Meeting Information - October 27, 2010

**MEETING WAS CANCELLED**

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City and County of San Francisco

# Commission on the Status of Women

*Mayor Gavin Newsom*

**KAY GULBENGAY**
President

**JULIE SOO**
Vice President

**DORKA KEEHN**
Commissioner

**CAROLENE MARKS**
Commissioner

**KATHERINE MUNTER**
Commissioner

**REBECCA PROWDA**
Commissioner

**ANDREA SHORTER**
Commissioner

***EMILY MURASE, PhD***
***Executive Director***

## REVISED COMMISSION MEETING AGENDA

**Wednesday, November 17, 2010**
**5:00 PM**
**City Hall, Room 263**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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**Roster:**

| | |
|---|---|
| *President Kay Gulbengay* | *Vice President Julie Soo* |
| *Commissioner Katherine Munter* | *Commissioner Dorka Keehn* |
| *Commissioner Carolene Marks* | *Commissioner Andrea Shorter* |
| *Commissioner Rebecca Prowda* | |

***Total Estimated Meeting Time: 56 minutes***

**I. CALL TO ORDER/ AGENDA CHANGES** **DISCUSSION/ACTION** *2 min.*

Remarks by President Gulbengay.

***Action: To approve the meeting agenda.***

**II. APPROVAL OF MINUTES** **DISCUSSION/ACTION** *5 min.*

Explanatory document – Draft Minutes from September 23, 2010.

***Action: To approve draft minutes from September 23, 2010.***

**III. EXECUTIVE DIRECTOR'S REPORT** **DISCUSSION** *10 min.*

**A. Executive Director's Report** **Executive Director Murase**

Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

**IV. CONSENT AGENDA** **DISCUSSION/ACTION** *10 min.*

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***Action: To approve the Consent Agenda.***

A. Resolution Recognizing November 25th as the International Day for the Elimination of Violence towards Women and Girls
B. Resolution Recognizing Charlie Toledo On the Occasion of Native American Heritage Month
C. Resolution Recognizing Liz Aguilar-Tarchi on the occasion of the Claire Joyce Tempongko Memorial Mass
D. Resolution Recognizing the Friends of the Commission on the Status of Women
E. Resolution Recognizing Asian Pacific Islander Legal Outreach on the Occasion of its 35th Anniversary

## V. NEW BUSINESS

**A. National Organization of Women Presentation** *10 min.*
Invited Mona Lisa Wallace, President of the San Francisco NOW, will give an overview of the San Francisco Chapter.

**B. Women's Intercultural Network – California Women's Agenda** *10 min.*
A board member will provide a debrief about the September 25 summit.

**C. Transition Network** *10 min.*
Luanne Mullin will provide an overview of the work of the Transition Network which provides support to older women thru various transitions.

**D. COSW Strategic Planning Retreat Agenda** *10 min.*
The Commission will review the retreat agenda.

## VI. PUBLIC COMMENT **DISCUSSION** *5 min.*

This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

## VII. ADJOURNMENT **ACTION** *1 min.*

Adjourn the meeting.

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City and County of San Francisco

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**ANDREA SHORTER**
Commissioner

***EMILY MURASE, PhD***
***Executive Director***

## COMMISSION MEETING MINUTES

**Wednesday, November 17, 2010**
**5:00 PM**
**City Hall, Room 408**
**1 Dr. Carlton B. Goodlett Place**
**San Francisco, CA 94102**

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**Members Present**

President Kay Gulbengay
Vice President Julie Soo
Commissioner Dorka Keehn
Commissioner Katherine Munter
Commissioner Rebecca Prowda

**Staff Present**

Executive Director Emily Murase, PhD
Fiscal Policy Analyst Laura Marshall
Senior Gender Policy Analyst Anu Menon
Commission Secretary Cynthia Vasquez
Graduate Intern Katherine Ray
Willie L. Brown Jr. Intern Tracy Williams

Excused: Commissioner Carolene Marks and Commissioner Shorter

### I. CALL TO ORDER/ AGENDA CHANGES

President Gulbengay called the meeting to order at 5:05 pm and gave welcoming remarks.
**Action: Approved amended agenda.**
**m/s/c (Gulbengay/Keehn/Unanimous)**
No public comment.

### II. APPROVAL OF MINUTES

President Gulbengay asked Commissioners to review the minutes from September 22, 2010. Commissioner Soo provided edits to the minutes.
**Action: Approved amended minutes from September 22, 2010.**
**m/s/c (Soo/Munter/Unanimous)**
No public comment.

### III. EXECUTIVE DIRECTOR'S REPORT

#### A. Executive Directors Report

Dr. Murase directed Commissioners to her written report. Dr. Murase just returned from receiving the 2010 Americas Award at a ceremony featuring U.S. Commerce Secretary Gary Locke for promoting the human rights of women and girls on behalf of Mayor Gavin Newsom. This award was presented on behalf of the United Nations, the Organization of American States, and the Jimmy Carter Center based in Atlanta as part of the Americas Competitiveness Forum held in Atlanta. Attendees included government officials, corporate executives, and staff of non-governmental organizations based throughout North, Central, and South America.

Grants Administrator Carol Sacco attended the Association of California Commission for Women annual retreat were she shared the work that San Francisco is doing. Dr. Murase explained that the California Commission on the Status of Women is annually targeted for proposed budget cuts which make it difficult to make progress without permanent funding. Dr. Murase encouraged Commissioners and all qualified to apply for the State Commission appointments.

Dr. Murase thanked Commissioner Soo for initiating an outreach opportunity to have a presentation by Friends Fellow Mariya Taher and Dr. Murase before the Women Physicians Group at St. Francisco Memorial Hospital where Commissioner Soo serves as a Trustee. In historic appointments, St. Francisco Hospital currently has women serving as President of the Board of Trustees, Chief of Staff, and President of the Hospital Foundation

Board. They were welcomed by Dr. Patricia Galamba, Chief of Staff, and her colleagues on the medical staff. They were provided an overview of the Commission and Department, highlighting, in particular, the anti-human trafficking work. The women physicians have prioritized anti-human trafficking as a key issue of focus. Ms. Taher presented her research on female genital cutting as practiced here in the United States. This was followed by a substantive discussion about how doctors can contribute to solutions. Dr. Galamba suggested that during the upcoming anti-human trafficking awareness month in January 2011, I be invited back to address all of the doctors at the hospital at one of their regularly scheduled meetings. This would bring awareness about the issue throughout the hospital staff.

Dr. Murase reported that on November 18 there will be a hearing on CEDAW ratification in the Senate Judiciary's subcommittee on human rights. The Department has been part of the national coalition to ratify CEDAW. The hearing will feature testimony on the importance of US ratification to women locally and around the world. The purpose of the hearing is to publicize CEDAW ratification to encourage the Senate Foreign Relations Committee to bring the treaty of for ratification.

## IV. CONSENT AGENDA

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A. Resolution Recognizing November 25th as the International Day for the Elimination of Violence towards Women and Girls
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C. Resolution Recognizing Liz Aguilar-Tarchi on the occasion of the Claire Joyce Tempongko Memorial Mass
D. Resolution Recognizing the Friends of the Commission on the Status of Women
E. Resolution Recognizing Asian Pacific Islander Legal Outreach on the occasion of its 35th Anniversary

**Action: To approve the Consent Agenda.**
**m/s/c (Keehn/Soo/Unanimous).**

Dr. Murase announced that Commission Secretary Cynthia Vasquez will be presenting the Commission proclamation at a press conference on November 23 at City Hall for the International Day for the Elimination of Violence towards women and girls.

Human rights expert Julianne Cartwright Traylor a board member of CAWA accepted the resolution on behalf of Charlie Toledo. Ms. Toledo is the former chair of Women's Intercultural Network as well as a long-time member of the leadership of the California Women's Agenda.

## V. NEW BUSINESS

### A. National Organization of Women Presentation

This item was postponed for a future meeting.

### B. Women's Intercultural Network – California Women's Agenda

Julianne Cartwright Traylor explained that Women's Intercultural Network (WIN) is an international non-profit organization based in San Francisco. WIN has special consultative status at the United Nations Economic and Social Council and links women and girls across cultures, globally and locally, for collective action on common critical concerns. It has been building policy mechanisms on the ground and on the internet since the United Nations 4th World Conference on Women, convened in Beijing, China, in 1995. WIN works to implement the women's global platform for action at the grassroots level and to ensure that the voices of all women and girls are heard by providing venues and forums for their active participation in democracies and economies. WIN brought the Beijing Platform for Action (BPFA) home to the California grassroots for implementation by creating the California Women's Agenda (CAWA). CAWA is the first state-wide policy mechanism to implement the BPFA at the grassroots level. CAWA has grown to a million women network for action on the ground and on the internet, with 25 counties or regions connected for advocacy, and with several hundred participating organizations. Throughout all of its activities since its founding, WIN has advocated for U.S. ratification of CEDAW as a matter of high priority.

Ms. Traylor reported WIN/CAWA just celebrated and commemorated 15 years of connecting women across cultures for collective action summit on September 25th and thanked the Commission for the Proclamation honoring this work. Representatives from 6 other states representing US Women Connect WIN's National Partner (which has 30 action networks) joined WIN and CAWA policy makers and activists from around California, for a summit meeting. Participants recognized that the economic and political environments have changed dramatically since 1995 and talked about the need for a new, more sustainable model for CAWA and other progressive, grassroots alliances. CAWA as a project of WIN is formed a 'working ad hoc committee' to look at new innovative ways to organize on the ground and on the internet. CAWA is also receiving agendas from California counties and CAWA policy chairs for an agenda that will be included in a US Women's Agenda.

Ms. Traylor congratulated the Department for the stellar work that has been done both here in San Francisco and elsewhere - including the United Nations, which demonstrates what can be considered best practices about how to implement the principles of CEDAW on the local level, both in the public and private sectors. Dr. Traylor has collaborate with the Department and other Non Government Organizations such as the Women's Institute for Leadership Development and Amnesty International USA to do educate and provide training, which resulted in the passage of that groundbreaking SF City Ordinance on CEDAW back in 1998.

WIN is also preparing for the 55th Session of the UN Commission on the Status of Women which will be meeting from February 22 to March 4, 2011 with a theme of access and participation of women and girls to education, training, science and technology, including for the promotion of women's equal access to full employment and decent work. It will also evaluate progress in the implementation of the agreed conclusions from its 51st session on "the elimination of all forms of discrimination and violence against the girl child." This will be an extraordinary meeting as it comes soon after the establishment of a new high-profile and resourced UN body that will seek to improve the lives of women and girls around the world - officially known as the UN Entity for Gender Equality and the Empowerment of Women to be referred to as U.N. Women (www.unwomen.org). UN Women will be headed by newly-appointed Under-Secretary General and former President of Chile Michele Bachelet. WIN has been an NGO with Special Consultative Status to the UN since 1998 and each year it credentials WIN members as delegates to the UN Commission on the Status of Women sessions. Dr. Murase and staff members attend each year and convene panels on the work San Francisco has done.

The National CEDAW Task Force now situated in the office of the Leadership Conference on Civil and Human Rights in Washington, DC is chaired by June Zeitlin, Director of the Conference's CEDAW Education Project. The CEDAW Coalition's website is http://www.cedaw2010.org . Ms. Traylor announced that the US Senate Judiciary Subcommittee on Human Rights and the Law will be holding a hearing on November 18 at 2 pm (11 am our time) to discuss US ratification of CEDAW. This is the first hearing on CEDAW since 2002 and it will focus on the importance of the US remaining a world leader on human rights issues and ratifying this critical treaty. The Webcast of the hearing can be found at: http://judiciary.senate.gov/hearings/hearing.cfm?id=4861. WIN/CAWA is also in the leadership of advocacy for a 5th World Conference on Women proposed for 2015. Ms. Traylor will inform the Commission on the progress on this proposal.

### C. Transition Network

Luanne Mullin provided an overview of the work of the Transition Network which provides support to older women through various transitions professionally and personally. She is on staff at UC San Francisco but spends considerable time on the Transition Network as a member of the Bay Area Chapter Steering Committee. The Network was founded in New York City in 2000 and now has 13 chapters nation-wide including chapters in San Francisco Bay Area, Washington D.C., Long Island, Chicago, Connecticut, Houston, Ohio and Philadelphia. One of New York members authored *Smart Women Don't Retire, They Break Free.*

Member-organize monthly gatherings are a very popular. The Bay Area Chapter has about 100 paid members (membership is $60/year), and a total of 450 on the mailing list. Member benefits include:

- Meet interesting, supportive women.
- Participate in members-only peer groups. Small groups (8-10) discuss individual transitions, share special interests, plan outings and activities, form friendships.
- Attend monthly program meetings and special events at discounted rates.

- Engaging speakers address concerns and issues we share.
- Join a pioneer organization recognized as a leader by national media and national conferences.

**The San Francisco Bay Area chapter's monthly programs include:**

- Workshop on transitions and what's next in our lives
- Special Events, such as walking tours, lunches, museum trips, cooking class
- Health programs with UCSF on heart, cognitive Health, bone Health, fatigue
- Jennie Chin Hansen, president of AARP, on health and economic issues
- Marc Freedman, founder of Civic Ventures, on finding work that matters
- Aging in Place: Creating Caring Communities to Get Help at Home in Times of Need
- Financial Perspective and Planning in Our Economic Times
- Sex After Fifty and Beyond
- Taking Risks in the Second Half of Our Lives

President Gulbengay suggested that a link be placed on the Commission web page. Vice President Soo suggested collaborating with the Older Women's League. Dr. Murase explained that member participation in the annual Women's Policy Summit, where older women's issues are discussed. The Department is working on a policy roundtable to discuss older women issues and suggested the Transition Network partner with the Department.

### D. COSW Strategic Planning Retreat Agenda

The Commission is currently in the 2nd year of a 3 year strategic plan. At the retreat the Commission will receive an update. There will also be a closed session to have the Executive Director's annual performance evaluation. Julianna Hynes will facilitate the retreat. The Commission retreat will be held on Friday, December 10 at the Duane Morris LLP One Market Plaza, Spear Tower, Suite 2200 from 9 am – 3:00 pm.

## VII. PUBLIC COMMENT

Sheva Schulz with the Jewish Community Center of San Francisco (JCC) announced that the JCC runs programs for older adults at low or no cost and would like to work with some of the agencies that are doing similar work. Commissioner Soo explained that the JCC keeps the women's community centralized and more cohesive.

## VIII. Adjourn

**Action: Motion to adjourn.**
**m/s/c (Munter/Soo/Unanimous)**
The meeting adjourned at 5:55 pm.

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City and County of San Francisco

# Commission on the Status of Women

*Mayor Gavin Newsom*

KAY GULBENGAY
President

JULIE SOO
Vice President

DORKA KEEHN
Commissioner

CAROLENE MARKS
Commissioner

KATHERINE MUNTER
Commissioner

REBECCA PROWDA
Commissioner

ANDREA SHORTER
Commissioner

*EMILY MURASE, PhD*
*Executive Director*

## COMMISSION RETREAT AGENDA REVISED

**Friday, December 10, 2010**
**9:00 AM – 2 PM Public Meeting**
**2:30 PM – 4 PM Closed Session**
**Duane Morris LLP**
**One Market Plaza, Spear Tower, Suite 2200**
**San Francisco, CA 94105-1127**

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**Roster:**

| | |
|---|---|
| *President Kay Gulbengay* | *Vice President Julie Soo* |
| *Commissioner Katherine Munter* | *Commissioner Dorka Keehn* |
| *Commissioner Carolene Marks* | *Commissioner Andrea Shorter* |
| *Commissioner Rebecca Prowda* | |

**** Public comment will be taken throughout the meeting. ****

10/10

**** BREAKFAST **** 8:30 - 9:00 am

**I. Welcome** 9:00 – 9:05 am
Opening remarks by President Gulbengay.

**II. Approval of Agenda** 9:05 – 9:10 am
***Action: To approve the meeting agenda.***

**III. Update from the Friends of the Commission on the Status of Women** 9:10 – 9:25 am

**A. International Women's Day Summit**
***Action: To co-sponsor the March 8, 2011 event.***

**IV. Approval of Minutes** 9:25 – 9:30 am
Explanatory document – Draft Minutes from November 17, 2010.
***Action: To approve draft minutes from November 17, 2010.***

**V. Executive Director's Report** 9:30 – 9:40
Explanatory document: The Executive Director's Report discusses the work of the Department based on the Commission's Strategic Plan which reflects the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

**VI. Approval of the 2011 COSW Meeting Schedule** 9:40 – 9:45 am
The Commission will review the 2010 meeting dates.

***Action: To approve 2010 COSW Meeting Schedule***

**VII. Review of Goals for the Day** 9:45 – 9:50 am

**VIII. Session I: Review of Strategic Plan** **9:50 – 10:30 am**
Presentation by staff on Women's Human Rights

**A. GOAL: Create gender equality in the City and County of San Francisco's budgets, workplaces, policies, and programs.**

**B. GOAL: Create gender equality in San Francisco's private sector workplaces.**

**C. GOAL: Promote women's leadership opportunities in San Francisco.**

****BREAK**** **10:30 - 10:40 am**

**Continued: Session I: Review of Strategic Plan** **10:40 – 11:40 am**

**D. GOAL: Create a comprehensive safety net for women survivors of violence through the administration of the Violence Against Women Prevention and Intervention (VAW) Grants Program.**

**E. GOAL: Create a seamless criminal justice response to domestic violence.**

**F. GOAL: Coordinate community-based and City-wide family violence prevention and intervention efforts in San Francisco.**

**G. GOAL: End the trafficking of women into San Francisco and the wider Bay Area, and address the needs of trafficking survivors.**

**H. GOAL: Carry out all essential internal operations necessary to ensure smooth operation of the Department and Commission.**

**I. GOAL: Provide high quality customer service to individual constituents, community and government agencies, and all others accessing Department services.**

**IX. Session II: Review of Strategic Department Resources Plan** **11:40 – 12 Noon**
Presentation by Executive Director on Budget & Administration

**** WORKING LUNCH**** **12 Noon – 12:15**

**X. Session III: Commission Leadership on Issues/Assignments** **12:15 – 1:00 pm**

**XI. PUBLIC COMMENT** **1:00 – 1:15 pm**
This item is to allow members of the public to comment generally on matters within the Commission's purview as well as to suggest new agenda items for Commission's future consideration.

****BREAK**** **1:15 – 1:30 pm**

**XII. CLOSED SESSION** **1:30 – 3:00 pm**

1. Public comment on all matters pertaining to the Closed Session.

2. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b):

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director, Emily Murase.

3. Open Session

***Action: Motion and vote to elect whether to publicly disclose any or all of the information discussed in the closed session under San Francisco Administrative Code Section 67.12(a).***

## XIII. Closing Remarks/Evaluation 3:00 – 3:15 pm

***Action: Adjourn Meeting***

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# COMMISSION MEETING MINUTES

**Friday, December 10, 2010**
**9:00 AM – 2 PM Public Meeting**
**2:30 PM – 4 PM Closed Session**
**Duane Morris LLP**
**One Market Plaza, Spear Tower, Suite 2200**
**San Francisco, CA 94105-1127**

| **Members Present** | **Staff Present** |
|---|---|
| President Kay Gulbengay | Executive Director Emily Murase, PhD |
| Vice President Julie Soo | Policy Director Ann Lehman |
| Commissioner Dorka Keehn | Fiscal Policy Analyst Laura Marshall |
| Commissioner Rebecca Prowda | Senior Gender Policy Analyst Anu Menon |
| Commissioner Katherine Munter | Grants Administrator Carol Sacco |
| Commissioner Andrea Shorter | Commission Secretary Cynthia Vasquez |
| | Willie L. Brown Jr. Intern Tracy Williams |
| | Facilitator Julianna Hynes |

Excused: Commissioner Carolene Marks
Members of the Public: Shelly Bradford Bell, Nadia Scipio del Campo, and Beverly Upton

## I. Welcome

President Gulbengay called the meeting to order at 9 am and gave welcoming remarks.

Commissioner Dorka Keehn announced that it would be her last meeting as Commissioner and requested input from Commissioners on her replacement. Commissioner Keehn also announced that she would be appointed to the Arts Commission.

Commissioner was presented with a proclamation on behalf of the Mayor's Office for her valued work while a Commission.

## II. Approval of Agenda

**Action: Approved agenda.**
**m/s/c (Keehn/Soo/Unanimous)**
No public comment.

## III. Update from the Friends of the Commission on the Status of Women

Nadia Scipio del Campo, a member of the Friends of the Commission on the Status of Women Board provided an update on the Friends leadership, finances, a review of 2010, and the next steps for 2011.

Current Board Members:.

| | |
|---|---|
| Marily Mondejar, President | Filipina Women's Network |
| Nadia Scipio Del Campo<br>Secretary | Political & Economic Affairs, Canadian Consulate |
| Carmen Campollo<br>Treasurer | National Association of Securities Professionals &<br>The Mexican Museum |

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cosw@sfgov.org
www.sfgov.org/cosw

| | |
|---|---|
| Peg McAllister | Lee Hecht Harrison |
| Sherri Pittman Phillips | Pittman Strategic Solutions |
| Diana Reyes Baughman | Chevron |

The Friends are currently recruiting new board members and welcome input from Commissioners. Prospective Board members are currently being interviewed.

In 2010, the Friends had the following accomplishments:

- Current with tax returns
- Recruited 4 new board members
    - Created selection criteria (competencies, term)
    - Selection Committee established
    - Recruitment strategy developed
- Sponsored the Women's History Month
- Re-organization (infrastructure systems and website)
    - Retained services of a Certified Public Accountant
    - QuickBooks Online
    - Launched Website – www.friendscosw.org
    - Ability for online registrations, accept credit cards, invoicing, donations
    - Eblasts, blog, online member application
    - Corporate filings updated
    - Consolidated and uploaded all Friends corporate records to Google Docs
- Held a successful Board Retreat
- Co-Sponsored San Francisco Women's Policy Summit
- CEDAW Awards & GEP Launch.

In 2011, the Friends strive to implement the following:

- Continue to engage current leadership
- Recruit new board members
- Develop more member benefits
- Create at least 4 roundtable meetings for members
- Host 3rd Annual CEDAW Awards (October 17, 2011)
- Utilize Friends Website
    - Online membership application
    - Develop contact database
    - Online Events registration
    - Blog, discussion forums, newsletter, job board
    - Social media – Linked-In, Facebook
- Support strategic goals and directions of DOSW & COSW
- Develop Marketing Plan
    - Membership Recruitment Strategy
    - Membership Retention
    - Strengthen business and community partnerships
    - Strengthen relationships with women in significant leadership roles in the community
- Grow financial resources
- Develop a long term fundraising strategy
- Institutionalize Friends events
- CEDAW Awards annually
- Revive Women in Leadership Luncheon
- Women's History Month Celebration
- Women's Economic Summit

- Networking & Mentoring Events.

### A. International Women's Day Summit

Shelley Bradford-Bell introduced herself and explained that she is a community organizer, fund developer, and former Executive Director of the Bayview Opera House (since 1997), a historic landmark that serves as a Bay Area performing arts facility and youth development center, and has been President of Florence Crittenton Services. Ms. Bradford-Bell designs programs which build global connections between communities by addressing cultural heritage and the arts, health and environmental justice, and economic development. Ms. Bradford-Bell explained that each year the United Nations Education, Scientific & Cultural Organization celebrates March 8 as International Women's Day. The 2011 theme is "Equality Across the Board: Empowering Women and Girls." The summit message is Non *nobis solum*, Latin for "Not for Ourselves Alone," a commitment to mentoring and educating young women to become future leaders. The summit will be about issues women and girls face locally, nationally, and throughout the world. The summit will address equal pay, equality in healthcare, the global rise in violence against girls and women, and our responsibility to mentor and guide girls to leadership. The Summit will take place on March 8, 2011 at the Hotel Kabuki in San Francisco Japantown. Ms. Bradford-Bell requested the Commission to assist with this event by consulting on format for the program, suggesting possible speakers and honorees, assisting with promoting and outreach to other city departments and community-based organizations and by facilitating connections with women organizations in the Bay Area. Commissioners provided the names of various organizations to seek partnerships or support. Commissioners also suggested setting action items or action steps from the summit to ensure that participants leave with concrete next steps.
**Action: To have the Commission be one of the sponsors of the 2011 Women's Day Event.**
**m/s/c (Keehn/Shorter/Unanimous)**

### IV. Approval of Minutes

President Gulbengay asked Commissioners to review the minutes from November 17, 2010.
**Action: Approved minutes from November 17, 2010.**
**m/s/c (Soo/Prowda/Unanimous)**

### V. Executive Director's Report

Dr. Murase directed Commissioners to her written report. Dr. Murase announced that they Department will partner with members of the Board of Supervisors and the Mayor to celebrate Women's History Month on Tuesday, March 15 at 3 pm in the Board's Legislative Chambers. Following the presentation, the Friends of the Commission will host a program and reception for all honorees in the North Light Court.

Dr. Murase announced that departments were advised that the FY11-12 budget has an expected General Fund deficit is $379.8 million, primarily due to losses in federal and state funding of programs. The Commission will be asked to approve a budget at the regular January 26 meeting. The proposed cuts will take away from direct service providers: However, Commissioners expressed a commitment working closely with the Partner Agencies and meet with the Mayor and members of the Board of Supervisors to ensure no cuts to the vital and emergency services. Beverly Upton, Executive Director of the Domestic Violence Consortium, explained that some of the Partner Agencies have been and continue to meet with members of the Board of Supervisors, including the Supervisors who are leaving office, to advocate for no cuts.

### VI. Approval of the 2011 COSW Meeting Schedule

President Gulbengay asked the Commission to review the 2010 meeting dates.
**Action: To approve 2010 COSW Meeting Schedule**
**m/s/c (Munter/Shorter/Unanimous)**

### VII. Review of Goals for the Day

Dr. Murase introduced Julianna Hynes who would be facilitating the retreat and who has worked with the Commission at past retreats.

### VIII. Session I: Review of Strategic Plan

A. **GOAL: Create gender equality in the City and County of San Francisco's budgets, workplaces, policies, and programs.**

Policy Director Ann Lehman presented what accomplishments have been made in the last year steps related to CEDAW. This includes:

- Publications:
  - *Human Rights in Action: San Francisco's Local Implementation of the United Nations Women's Treaty (CEDAW)*
  - *Gender Responsive Budgeting: Path to Accountability and Data-based Decision-Making*
- Hearing at the Board of Supervisors: "The Impact of Economic Crisis on Women and Their Families"
- Hosted Delegations from China, Sweden, Vietnam
- Continue to support the national ratification of CEDAW
- San Francisco was the recipient of the UN CIFAL and Carter Center Americas Award for Gender Equality
- United Nations:
  - Commission on the Status of Women NGO Parallel Session Workshops - 3
  - United Nations Global Compact - New York Equality Means Business & Summit 2010
  - UN Global Compact - US Network Symposium
  - UN Universal Periodic Review Testimony
- Provided technical assistance to the White House Council on Women, the cities of New York, Washington DC, and Alameda County
- Academic Presentations:
  - UC Berkeley School of Law
  - USF School of Law
  - Columbia University
  - University of Iowa Human Rights Center
  - University of Ottawa
  - Stanford University

Senior Policy Analyst Anu Menon explained that the Gender Equality Principles were developed to create gender equality in San Francisco's private sector workplaces. The following strides where made in 2010:

- Roundtables with data and budget staff from 10 departments were trained on how to implement gender budgeting in budget process
- Follow-up roundtable to further educate and train staff on how to move forward with data collection to implement gender budgeting.

Ms. Menon explained that moving forward the goals are the following:

- Conduct a gender analysis of the Fire Department: specifically of the fire exam results and action plan to recruit more women to the Fire Department
- Work with the Department of Public Works on a mentoring program for women in management
- Conduct a gender analysis of Commissions and Boards
- Work closely with the City on an online appointments Database
- Follow up with 2 previously monitored departments or programs will provide the Commission with an update to their original gender analysis
- The Department, in conjunction with the Mayor's Budget Office, the Controller's Office, and City departments, will implement the recommendations to incorporate a gender focus into the budget.

The group discussed focusing on the budget part of the analysis. Some wanted to know what departments are doing it now and what obstacles they face in gender budgeting. Commissioners agreed that providing a case study of the impact of gender budgeting was also would be helpful.

Tracking succession planning was also discussed. Commissioner Soo brought up the importance of understanding of whether women are stagnated in the middle or truly advancing in the organizational ranks.

**B. GOAL: Create gender equality in San Francisco's private sector workplaces.**

Ms. Menon reported on the last year's accomplishments:

- Created, developed and published the GEP Indicators
- Held various roundtables on the various principles:
  - Business, Supply Chain, and Marketing Practices
  - Civic and Community Engagement
  - Transparency and Accountability
- Launched the GEP Website at www.genderprinciples.org

For the following year the planned activities are:

- January 2011: Corporate Conduct and California's New Anti-trafficking Laws
- Spring 2011: Silicon Valley Roundtable
- Develop an Advisory Board
- Update Calvert Memorandum of Understanding (MOU)

Commissioners discussed the idea of identify pro-equality organizations for women to work for. The GEP could provide an index of the best gender equitable places to work. Commissioners suggested that a partner may have some capacity to conduct a study that would start with California companies over the next 5 years and provide an ongoing annual index.

Ms. Menon explained that we are currently working with the San Francisco Chamber of Commerce to develop a tool for smaller businesses.

Commissioner Soo expressed her concern over the MOU and discussed potential changes to be considered upon renewal. Commissioners expressed concern that contract does not fall under the direct purview of the Commission, but is a Department responsibility.

President Gulbengay requested that the update of the MOU be agendized for the January Commission meeting and also requested the city attorney attend to further discuss.

**C. GOAL: Promote women's leadership opportunities in San Francisco**

Dr. Murase explained that the Department continues to participate in the Women's Policy Summit, which attracts over 150 community leaders to prioritize key issues impacting women and their families, including: elected leadership, public education, housing, economic independence. The Department also released the guide *Road to Leadership: How to Get That Appointment.* Ms. Menon is also working closely with the City to develop an online appointments database that will list the various City Boards and Commissions and their vacancies.

**D. GOAL: Create a comprehensive safety net for women survivors of violence through the administration of the Violence Against Women Prevention and Intervention (VAW) Grants Program.**

Grants Administrator Carol Sacco explained that the VAW Grants goal is to create a comprehensive safety net for survivors of violence through the administration of the VAW Grants Program. For FY 2009-2010, the Department administered $2,743,250 in grants funds which was distributed to 24 organizations which funded 34 programs in 6 program areas that include: Crisis Line, Intervention & Advocacy, Legal Services, Prevention & Education, Emergency Shelter and Transitional Housing. The partner agencies served 29,823 unduplicated individuals and provided 46,010 hours of supportive and technical assistance last fiscal year.

This includes:

- Crisis Lines: 14,668 calls
- Intervention & Advocacy: 9,747 hours
- Legal Services: 7,658 hours to 632 individuals
- Education Services: 18,025 hours to 10,645 individuals
- Emergency Shelters: 3,720 bed nights
- Transitional Housing: 12,801 bed nights.

In January the Department held an annual Partner Agency meeting in January. Ms. Sacco also participates in the Citywide Non-Profit Fiscal and Compliance Monitoring Committee. The Committee's goal is to improve the quality and consistency of the City's fiscal and compliance monitoring of non-profits by standardizing procedures across departments and the decrease the administrative work and eliminate duplication of efforts for both non-profits and City departments. In FY 209-2010, 19 Partner Agencies underwent the Citywide Standard Monitoring.

Ms. Sacco explained that moving forward in 2011, the Department will issue a Request for Proposals for the new 3-year grant cycle for FY2011-2014, to be released in January. The Commission will approve funding awards at the March Commission meeting. In 2011, the Department will hold its annual Partner Agency meeting with a focus on capacity building, performance measures, and other tools to support the development of the City's non-profits. The Department will continue to hold our annual cell phone drive, and continue to sit on the Citywide Non-Profit Fiscal and Compliance Monitoring Committee.

**E. GOAL: Create a seamless criminal justice response to domestic violence.**

Fiscal Policy Analyst Laura Marshall the 2010 of the Justice and Courage Oversight Panel accomplishments:

- Meetings with the following Department Heads: Police Chief George Gascon, Presiding Judge James McBride, and Chief Probation Officer Wendy Still.
- Partnership with the Office of Civic Engagement and Immigrant Affairs to offer *Bridges to Freedom*, a multi-part language fluency and domestic violence training program.
- Formation of the Committee on Housing for Survivors of Domestic Violence to work with the San Francisco Housing Authority to increase safety measures for survivors who are residents.
- The release of *Courage to Change: Final Report of the Safety Audit Implementation Committee. Which* documents 3 years of work implementing recommendations of the landmark Safety Audit.

Moving forward the goals are to:

- Develop a City-Wide Memorandum of Understanding on Domestic Violence Response
- Work closely with the Housing Authority to provide safe housing for survivors of domestic violence
- Work closely with the Adult Probation Department to ensure Batterer Accountability
- Assess resources for City and community-based services
- Expand connection with the courts through training and engagement
- Conduct an audit of training practices
- Ongoing oversight of JUSTIS implementation.

**F. GOAL: Coordinate community-based and City-wide family violence prevention and intervention efforts in San Francisco.**

Ms. Marshall reported that the 2010 accomplishments of the Family Violence Council include:

- The released of the precedent-setting "2009 *Comprehensive Report on Family Violence in San Francisco*."
- The convening of a forensic digital photography training for member agencies and the community, in partnership with the California Clinical Forensic Medical Training Center.
- The formation of the Intervention Committee to investigate and propose a model for implementing a child abuse intervention program in San Francisco.

The following recommendations will appear in the 2010 Comprehensive Report on Family Violence in San Francisco and represent the work plan for the Council in 2011.

- The completion of JUSTIS.
- 911 create call codes specific to child abuse and elder abuse.
- The Department of Children, Youth, and their Families, through the San Francisco Violence Prevention Advisory Committee (VPAC) identified in the 2008 Violence Prevention Plan, to make family violence a priority issue and recognize the role of family violence as predictor of future community violence and other crimes and victimization.

- City agencies address and highlight the unique needs of teens in the child welfare system, and in the realm of intimate partner violence.
- Legislation be drafted to mandate training about family violence among recipients of City grant funding.
- The budget for the City and County of San Francisco reflect family violence as a priority and that the majority of victims utilize community support services in addition to or in lieu of a criminal justice response.
- The creation and maintenance of a Child Advocacy Center, the Elder Abuse Forensics Center, and a Child Abuse Intervention Program.

Ms. Upton, Tri-Chair of the Council, acknowledged the Department on the Status of Women's leadership and support in making San Francisco the first county to include child abuse and elder abuse under the Family Violence Council.

### G. GOAL: End the trafficking of women into San Francisco and the wider Bay Area, and address the needs of trafficking survivors.

Ms. Marshall reported that, in 2010, the Department launched the San Francisco Collaborative Against Human Trafficking, a public-private partnership of law enforcement, advocates, and related City agencies. The work of the Collaborative focuses primarily on public awareness, including an extensive annual awareness campaign in January/February.

Ms. Marshall reported the 2011 accomplishments:

- The Collaborative convened for the first time to engage in strategic planning.
- The launch of Human Trafficking Awareness Day and began a month-long Awareness Campaign.
- The release of the *Directory of Services for Survivors of Human Trafficking, 2010.*
- The Governance Committee of the Collaborative was created and it approved a set of bylaws for the group.
- A Facebook page was created for the Collaborative, where relevant news articles and information about upcoming events can be posted.
- A web domain was created, www.sfcaht.org, which links to the Collaborative's website.
- The Department began a monthly e-Calendar of events for the Collaborative, publicizing anti-trafficking related events hosted by the Collaborative members to a 300-person list of interested individuals.
- The Department in collaboration with the Mayor's Office hosted a meeting of all relevant City agencies to discuss San Francisco's strategic response to this issue.

The Department, in partnership with the Human Rights Commission, will continue its role as a central hub for the Collaborative, to increase the public's awareness about human trafficking through media engagement, public awareness campaigns, and the creation of a speaker's bureau. The following are proposed activities for the coming year:

- Human Trafficking Awareness Campaign – January 11, 2011 to February 12, 2011
- Volunteer Match Event – March 2011
- Spring Forum on Child Trafficking – May 2011
- Not For Sale Training Event – Fall 2011
- Monitor trafficking-related legislation
- Build the base of information about the true scope and impact of trafficking by creating systems to collect trafficking-related data specific to San Francisco, and distributing a report or dashboard of findings.
- Strengthening the Collaborative

### H. GOAL: Carry out all essential internal operations necessary to ensure smooth operation of the Department and Commission.

Dr. Emily Murase presented outgoing Commissioner Dorka Keehn with a Mayoral proclamation in recognition of her many years of service to the Commission. Commissioners recognized Commissioner Keehn for her leadership on the groundbreaking work of the Justice and Courage Oversight Panel which she chaired.

Dr. Murase reported that she is anticipating the same staffing level in the coming year. The budget will be discussed in full in January.

## I. GOAL: Provide high quality customer service to individual constituents, community and government agencies, and all others accessing Department services.

Commission Secretary Cynthia Vasquez reported that she continues to represent the Department at a variety of meetings which include: Association of California Commissions, Department of Emergency Management, Climate Liaison, Healthy San Francisco, and Recycling. Ms. Vasquez continues to serve as the Departments direct service contact for the public, providing referrals to various agencies and organizations.

## IX. Session II: Review of Strategic Department Resources Plan

Presentation by Executive Director on Budget & Administration

## X. Session III: Commission Leadership on Issues/Assignments

Commissioners chose the Issues/Assignments they were interested in involving themselves in for the next fiscal year:

| | |
|---|---|
| Gender Equality Principles | Katherine Munter |
| Violence Against Women | Rebecca Prowda |
| Justice and Courage | Andrea Shorter |
| Family Violence Council | Julie Soo |
| Human Trafficking | (Kay Gulbengay, Julie Soo) |
| CEDAW | Kay Gulbengay |

Commissioners also discussed the roles of Commissioners which include:

- Making policy level decisions
- Provide feedback and input to Department as Commissioners sit on various committees.
- Commissioners are to keep track of the area they are chairing: take responsibility of agenda, minutes, follow up and follow through.

Other concerns that were discussed as related to the Commission/Department/Friends:

- Expectations of the Commissioners and Friends
- The Executive Directors role as the liaison between the Staff and Commission
- Commissioners Gulbengay and Munter agreed to be the co-liaisons between the Friends and the Commission.

## XI. PUBLIC COMMENT

Ms. Upton expressed the willingness of the Partner Agencies to work with the Commission and Department to ensure that direct services are not cut.

Commissioner Shorter thanked fellow Commissioners and the Department staff for all of their hard work and efforts.

Commissioner Soo suggested having the Department present the work that is being done in the City to the Democratic Women's Caucus to share the wealth of information that we have specifically the City's work on the implementation of CEDAW.

## XII. CLOSED SESSION

1. Public comment on all matters pertaining to the Closed Session.

2. Closed Session pursuant to Government Code Section 54957(b) and San Francisco Administrative Code Section 67.10(b):

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director, Emily Murase.

3. Open Session

**Action: Motion not to publicly disclose any or all of the information discussed in the closed session under San Francisco Administrative Code Section 67.12(a).**
**m/s/c (Shorter/Keehn/Unanimous)**

**XIII. Closing Remarks/Evaluation**
None.

**VIII. Adjourn**
**Action: Motion to adjourn.**
**m/s/c (Munter/Soo/Unanimous)**
The meeting adjourned at 3:55 pm.

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